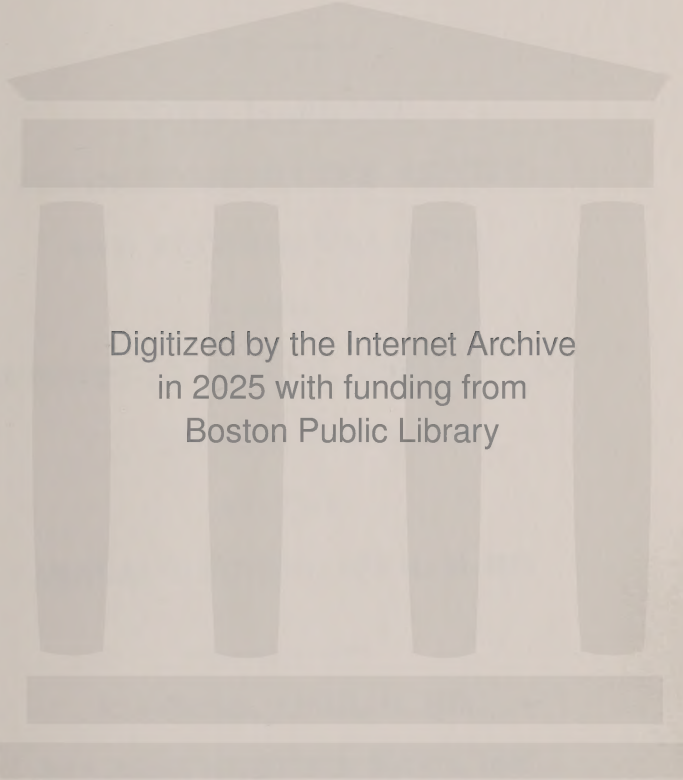


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TOWN OF NEEDHAM

TOWN WARRANT

FINANCE COMMITTEE REPORT

AND RECOMMENDATIONS

AND

REPORTS OF SPECIAL COMMITTEES

TO THE TOWN

AT THE

ANNUAL MEETING, APRIL 14, 1975

ELECTION, APRIL 14, 1975

BUSINESS MEETING, MAY 5, 1975

AT 7:30 P.M.



State the right of the person to whom this warrant is directed to be heard and to be defended by counsel.

TOWN OF NEEDHAM

1975

Warrant of Arrest

For the purpose of this warrant, the person to whom it is directed is deemed to be a person who is a resident of the Town of Needham.

and

the person to whom it is directed is deemed to be a person who is a resident of the Town of Needham.

and

and

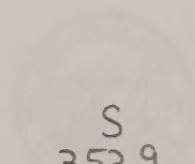
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1975

The Warrant

64th ANNUAL REPORT—NEEDHAM FINANCE COMMITTEE

To the Voters of the Town of Needham:

The town of Needham, like every business and family, is faced with the dual problems of inflation and recession. Inflation causes an increase in the cost of everything the town buys; recession makes it more difficult for many taxpayers to pay the bill. Because of these problems, stringent budget policies are necessary to restrict costs during the forthcoming year (Fiscal 1976) and hopefully to keep any tax rate increase to a minimal amount.

Meeting these goals is not accomplished without some sacrifice. Programs must be curtailed or eliminated. Because the operations of the schools consume over fifty percent of the taxes raised, curtailment of school programs is more dramatic and affects a broader segment of the population. Curtailment of programs of smaller departments may have less impact but a decrease in services can be just as real. Such actions are painful but essential if the tax rate is to be controlled.

Budget Guidelines.

In the fall of 1974, the Finance Committee established budget guidelines for all departments. These guidelines were drawn in anticipation of some pay increases, of some increase in the cost of goods and, in departments with personnel flexibility, the anticipation of some reduction in personnel. At this writing, it appears that the appropriations recommended for all departments, with minor offsetting variations, will be substantially within the initial budget recommendations except for Glover Hospital (more of which below) and that the overall town budget will (except for the Hospital) be within the guidelines. This has been accomplished only with extraordinary effort on the part of many departments. If the town adopts the recommended appropriations, some services will be cut.

Staffing Control and Personnel

C. 4-6/79-G-44
The 1974 Annual Town Meeting adopted a Staffing Control By-law which provides that no vacancy in a position covered by the Personnel By-laws may be filled unless the Finance Committee issues a Certificate of Necessity. Acting under this authority, this past year the Finance Committee has reviewed vacancies in the Public Works Department, Library, and Police Department, among others. Although we have not adopted a "no-hire, no-fire" policy, there have been reductions in force in the Department of Public Works, the downgrading of one job in the Library and the substitution of certain part-time help for full-time help for both the Library and Town Hall. The proposed budget reflects the savings accomplished by these staffing changes as well as the reduction of an additional person in the Department of Public Works (by not filling a vacancy) and reduced hours of temporary help and part-time help in a number of departments.

We have not recommended reduced manning of the Police Department because we believe as a policy matter that the town does not wish to make cuts in this area.

The largest expense factor for the town remains that of personnel (in excess of 70 percent). This includes not only salary but fringe benefits such as Blue Cross (the town pays one-half), retirement, vacation and sick leave. Employees should be paid fair salaries but any evaluation of compensation must include the value of the various fringe benefits. At this writing, the Personnel Board has not made recommendations as to salary adjustments for Fiscal 1976 and it is inappropriate to make specific comment. The Finance Committee will urge Town Meeting to take into account the general economic situation in considering wage increases.

The tax rate can be controlled only by controlling personnel expenses. This is accomplished most simply through the control of a number of employees but also to a lesser extent by controlling the general level of compensation. The Finance Committee urges a judicious balance for the Fiscal 1976.

Glover Memorial Hospital.

Glover Memorial Hospital presents peculiar problems. From an operational standpoint, income and expenses are programmed to offset each other each year and this generally occurs if the Hospital experiences relatively full hospital bed occupancy. However, for municipal budget purposes, and for purposes of setting the tax rate, the town may not consider estimated receipts for the same year as the year in which expenses are incurred; generally, the town may not estimate receipts in excess of the prior year's receipts. Thus, in setting the Fiscal 1976 tax rate, the Assessors are not permitted to estimate hospital receipts greater than received in the calendar year ended December, 1974. (When the Hospital's actual receipts exceed the estimates, as they invariably do, the excess becomes a part of certified free cash.) The difference between the expenses for Fiscal 1976 and the receipts estimated for tax purposes must be made up in some way. The difference can be made up by application of that portion of certified free cash attributable to hospital operations and represents the excess of actual receipts for the prior fiscal year over the amount of receipts estimated for tax rate purposes for such fiscal year (currently this amount is approximately \$340,000). The tax rate will be affected if certified free cash attributable to the hospital is not adequate to cover the difference. Such a situation has occurred from time to time, most recently in 1974 when the difference caused an increase in the tax rate in excess of one dollar.

For the current budget year, the Finance Committee has adopted the policy that the Hospital should not adversely influence the tax rate. Therefore, Hospital costs should be set at those estimated receipts which the Assessors will allow for setting the tax rate plus approximately \$340,000 representing that portion of certified free cash which was generated by the Hospital up to June 30, 1974 and not spent in the 1974 fall town meeting for hospital purposes. Because the estimated receipts allowable for tax purposes for the current year are expected to be higher than the Finance Committee anticipated in setting budget guidelines, the Hospital budget will be higher than set forth in the budget guidelines. (The estimated receipts for the Hospital have not been fixed at the time of writing of this report and therefore the Hospital budget recommended is based on an estimate of such receipts and may be revised at town meeting when more accurate figures are available.)

The approach taken by the Finance Committee this year does not provide any long-term solution of the problem of the Hospital budget. It is somewhat fortuitous that we can budget for a zero tax rate impact this year. In other years, there have been great variations; in some years more cash has been generated than is spent (with a beneficial effect on tax rate), and in other years substantially less (with adverse effect on tax rate). This is caused by uneven growth patterns in the Hospital services and expenses. The financing of the Hospital operations should be removed from the municipal finance system. The taxpayers should not be called upon to meet the lag between budget expenses and actual income; nor should the Hospital operation be constrained by historical figures as opposed to predicted expectations of income. This problem becomes particularly acute when the Hospital significantly expands its scope of operations and its budgeted expenses far outdistance the permissible income estimated for tax rate purposes. This would happen in a building program unless special relief were granted. A solution to this problem will be important in assessing whether or not the town should undertake future changes in hospital operations.

Tax Rate.

Until the state issues the cherry sheet (estimate of state distributions and assessments) it is impossible to predict the tax rate. The tax rate depends not only on the cherry sheet but also on assumptions made by the Board of Assessors as to estimated receipts from town revenue-producing activities, and also its estimate of the amount to be set aside to cover tax abatements.

In spite of these uncertainties, the major factor in setting any tax rate is the amount appropriated by the Town Meeting. If the state distributions and assessments remain relatively the same as last year, and if increases in salary are reasonably restrained, and if the Assessors follow the same patterns this year as last as far as estimates and reserves, then adoption of the appropriations recommended by the Finance Committee plus the recommended capital expenditures (and rejection of other expenditures) should produce a tax rate increase of one dollar or less.

In the past, increases in tax rate have been moderated by new building which has provided an increased tax base. This has permitted an increase in the level of expenses without a similar increase in tax rate. This cycle, however, appears to have ended. For the current year, it is expected that the tax base will increase approximately \$5 million on a previous base of approximately \$317 million or less than two percent. In such a situation, which is faced by all mature towns, tax rates can be controlled only by limiting expenditures.

State Control.

The town is a creature of the Commonwealth and in many ways the Commonwealth controls our destiny. These controls have a number of fiscal impacts. The state has set forth the formula for the pay of the police and fire chief. The state has set forth compulsory arbitration for police and fire unions with the requirement that the town pay the award. The state prescribes certain services which the school must offer and goes to great lengths to prescribe the ways in which schools are built. It establishes certain services which the police and fire departments must render. It mandates a generous retirement program and to which it has regularly added cost of living increases. The list could continue at some length.

Although philosophically one might not argue with state control, it does become a serious problem where the state makes financial commitments which the town is obligated to meet. The ideal situation is a minimum of state control and a maximum of local control. If the state is compelled to set rules, it should pay the cost. Most importantly, if "home rule" is to be a reality, the state must listen to the cities and towns before the costly legislation is adopted. The cities and towns must make their voices heard, on behalf of the average property taxpayer, to oppose costly demands of various special groups.

Summary.

Based on the assumptions listed above under the heading, "Tax Rate", the Finance Committee believes that the Fiscal 1976 tax rate is under control. This has been accomplished only by great effort on the part of town officials and can be preserved only if the town is willing to back up those officials in their hard decisions.

This has been a difficult year financially but, because of the cooperation received, not a difficult year to be a member of the Finance Committee. We express our appreciation to all departments and look forward to seeing all citizens at Town Meeting.

Respectfully submitted,

William H. Gorham, Chairman
David F. Devine, Vice Chairman
A. William Rhodes
Harold T. Svendsen
Charles W. Robins
William L. Mather
Edward B. Murphy
Richard C. Peirce
John C. Hatch
Warner B. Hartford, Exec. Secretary

**TRANSFERS FROM FINANCE COMMITTEE RESERVE FUND
TO APPROPRIATION ACCOUNTS — 1-1-73 - 6-30-74**

Fire Capital Outlay	306.00
Hospital Capital Outlay	35,000.00
Accounting Expense	1,966.43
Assessor's Expense	2,500.00
Library Building Maintenance	2,800.00
School Tuition to Other Districts	33,000.00
Town Clerk Salary	1,757.00
Civil Defense Salary	31.00
Health Salary - Dental	1,120.00
Street Lighting	13,200.00
Highway Expenses	12,000.00
Sewer Expenses	7,000.00
Registrars Expense	362.00
Registrars Salary	35.00
Town Meeting Expense	2,100.00
Town Report	533.24
Police Communications	950.00
Police Building Maintenance	1,000.00
Board of Registrars Expenses	1,067.00
Interest on Temporary Loans	2,163.71
Town Hall and Grounds	3,195.23
Telephone Switchboard Salaries	810.12
Glover Hospital Hospital Expenses	68,181.00
Fire Services and Medical	1,000.00
Public Works - Water Salaries	4,200.00
Public Works - Highway Division Salaries	6,600.00
Fire Equipment Maintenance	1,500.00
Assessors Salaries	1,800.00
Fire Maintenance of Buildings	2,900.00
Treasurer's Expenses	3,000.00
Public Works - Sewer Division Salaries	7,100.00
Accounting Expenses	439.80
Civil Defense	13.45
Sealer of Weights & Measures	.28
Town Hall & Grounds Maintenance	217.05
Fire Equipment Maintenance	317.07
Fire Alarm Expenses	29.66
Police Auto Maintenance	1,965.71
Dental Clinic Salaries	50.30
Public Works Engineering Expenses	17.01

Street Lighting	1,147.10
Public Works Water Expenses	3,163.84
Library Building Maintenance	8,580.07
Park and Recreation Expenses	217.50
Insurance Town Schedule	3,472.63
Group Insurance, Blue Cross 32B	19,322.15
Council for Aged Salaries	157.82
Dog Officer's Salaries	86.54
Finance Committee Salaries	.28
Legal Salaries	100.00
	<hr/>
TOTAL TRANSFERS	258,475.99
APPROPRIATION	300,000.00
	<hr/>
BALANCE RETURNED TO OVERLAY SURPLUS RESERVE	41,524.01
	<hr/>

DEBT PICTURE

(in thousands)

Year	Principal Repaid	Interest Paid	Total Debt. Payment	State School	Debt. End of Year
				Reim- bursement	
1967	919	260	1,179	225	7,773
1968	889	234	1,123	225	6,884
1969	874	221	1,095	225	8,210
1970	1,125	306	1,431	362	7,085
1971	1,080	263	1,343	360	6,705
1972	1,100	255	1,355	394	5,905
Transitional					
1-1-73 - 6-30-74					
	1,175	325	1,500	402	6,027
Fiscal					
Years					
1975	1,262	237	1,499	278	4,765
1976	1,220	184	1,404	267	3,545
1977	1,070	134	1,204	236	2,475
1978	755	86	841	236	1,720
1979	730	55	785	228	990
1980	665	26	691	97	325
1981	325	7	332	31	0

RECOMMENDED CAPITAL EXPENDITURES — 1975 - 1976

Method of Financing

Article No.		Method of Financing		
		Cost	Tax Rate For 1976	Other
37	Fire Departments: NOTE			
18, Line 123	Glover Hospital:			
	X-ray Tube Replacements and contingency	15,000		
	Replace Central Dictating Equipment	9,800		
	Large Autoclave	20,000		
	Boiler Room Renovations	10,000		
	Building - contingencies	20,000		74,800
18, Line 120 18, Line 109 27 28 29 30 18, Line 117	Public Works Department:			
	Reconstruction of School Grounds	25,000		
	Grounds - Equipment Replacement	8,700		
	Highway - Equipment Replacement	77,000		
	Highway Reconstruction	5,000		
	Sewer Construction	+		
	Drain Construction	17,300		
	Replace Pump - West Street Station	11,000		
	Water Main Extensions & Services	35,000		
			179,000	+ Sewer Assessment Reserve Account
18, Line 179	School Department:			
	Maintenance and Renovation Program for Physical Facilities	80,000		80,000
	+ Costs Unknown	\$333,800		\$333,800

Summary of Projects Requested

(Inclusion herein does not necessarily reflect Capital Budget Committee approval)

Project	1975-76	1976-77	1977-78	1978-79	1979-80	1980-81	Timing Later or Need Uncertain
Fire Department:							
Replace Engine 3	75,000	115,000					
Replace Ladder 2			400,000				
New Station in the Charles River section					80,000	15,000	
Replace Engine 1							
Replace Fire Alarm Truck							
Glover Hospital:							
X-ray:							
Tube Replacements and contingency	15,000	15,000	15,000	15,000	15,000	15,000	
Portable C Arm Image Intensifier						41,000	
Complete R & F Room - New Dept.					190,000		
Portable 200 MA X-ray Unit		18,150					
Ultrasound Unit		45,000					
Automatic Processor - Main Dept.			10,000				
Generator & Photo Timing				48,000			
Rm. 3 Power Supply						10,000	
Automatic Processor - OR				97,315			
Image Amplifier with Monitor - Rm. 3							
Automatic Film Changer			30,000				
Automatic Injector			9,000				
Laboratory:							
Coulter S Counter		50,000					
Medical Records:							
Replace Central Dictating Equipment	9,800						
Nursing:							
Electric Beds & Furniture		6,000		6,000	6,000	6,000	
Replace Executones			12,000				

TOWN OF NEEDHAM

Project	1975-76	1976-77	1977-78	1978-79	1979-80	1980-81	Timing Later or Need Uncertain
Large Autoclave	20,000						
Small Autoclave		6,000					
Replacements Monitor & Defibulator		5,000	5,000	5,000	5,000	5,000	
Maintenance:							
Boiler Room Renovations	10,000	10,000	10,000				
Roof Admin. & 1950 Bldg.		10,000					
Building:							
New X-ray Dept. Renovate ICU & OR	20,000	20,000	20,000	20,000	20,000	20,000	3,100,000
Contingencies							
Park and Recreation Department:							
Rosemary Beach:		+					
Retaining Wall		+					
Bikeways Development Program			+	+	+		
Tennis Court Construction - 5							
Bikeways Development Program							
Tennis Court Construction - 4							
Rosemary Lake Reclamation - Phase III							+
Norris Farm Parking Area Development (includes storage facility for athletic apparatus)							+
Public Works Department:							
Grounds:							
Reconstruction of School Grounds	25,000	25,000	25,000	25,000			
Equipment Replacement	8,700	10,000	6,000	3,500	4,000	3,500	
Highway:							
Equipment Replacement	77,000	84,000	90,000	95,000	100,000	100,000	
Highway Reconstruction	5,000	10,000	10,000	10,000	10,000	10,000	
Sidewalk Construction		10,000	10,000	10,000	10,000	10,000	
Sidewalk Surfacing		3,000	3,000	3,000	3,000	3,000	
New Street Construction		20,000	20,000	20,000	20,000	20,000	

+ Costs unknown.

Project	1975-76	1976-77	1977-78	1978-79	1979-80	1980-81	Timing Later or Need Uncertain
Norris Farm Storage Building Replacement				60,000			
Disposal Area Facilities		19,000	80,000				
Sewer:							
Sewer Construction	83,680	75,000	75,000	75,000	75,000	75,000	
Drain Construction	17,300	25,000	25,000	25,000	25,000	25,000	
Replace Pump - West Street Station	11,000						
Rehabilitation of Alden Road	.	20,000					
Sewage Pumping Station							
Water:							
Laying & Relaying Water Mains		70,000	70,000	70,000	70,000	70,000	
Main Extensions & Services	35,000	40,000	40,000	40,000	40,000	40,000	
Main to Birds Hill Tank		300,000					
Replace Obsolete Meters		25,000	25,000	25,000			
School Department:							
Maintenance and Renovation Program for Physical Facilities	80,000	80,000	80,000	80,000	80,000	80,000	
Media Centers & Improvements at Broadmeadow, Harris, Eliot and High Rock Schools:							
Preliminary Plans & Costs	+	+					
Construction Phase							
Razing of Stephen Palmer School	45,000						+
Renovation of Greens Field							
+ Costs Unknown	537,480	1,116,150	1,076,000	732,815	753,000	548,500	3,100,000

BUDGET RECOMMENDATIONS
FOR FISCAL YEAR ENDING JUNE 30, 1976

Submitted by the Finance Committee

General Note: This budget assumes some salary increases. At the time of printing, salary negotiations have not been completed. If final negotiations and town meeting action on Article 13 result in salaries significantly different than assumed, changes will be recommended for some salary amounts.

Description	Recommended		Town Meeting Amendments	Amended Total
	7-1-74 - 6-30-75 Appropriation	F.Y. - 1976 Appropriation		

GENERAL GOVERNMENT
2.6 Percent of Recommended Budget Total

Accounting:	1. Salaries	55,386	57,700	
	2. Expenses	5,100	5,800	
	3. Capital Outlay	-	-	
	4. Travel Out of State	300	500	
		60,786	64,000	
Data Processing:	5. Salaries	43,079	45,759	
	6. Expenses	31,765	34,241	
		74,844	80,000	

Description	7-1-74 - 6-30-75	Recommended	Town Meeting	Amended
	Appropriation	F.Y. - 1976	Amendments	Total
Assessors:				
7. Salaries	70,740	72,600		
8. Expenses	8,650	8,400		
9. Capital Outlay	235	-		
10. Travel Out of State	500	-		
	80,125	81,000		
Board of Appeals:				
11. Salaries	1,692	1,692		
12. Expenses	900	1,308		
	2,592	3,000		
Council on Aging:				
13. Salaries	13,324	14,224		
14. Expenses	2,800	3,776		
15. Capital Outlay	-	-		
16. Travel Out of State	250	-		
	16,374	18,000		
Finance Committee:				
17. Salaries	2,538	2,538		
18. Expenses	300	400		
	2,838	2,938		

Description	Recommended		Amended Total
	7-1-74 - 6-30-75 Appropriation	Appropriation F. Y. - 1976	
Legal:			
19. Salaries	17,928	19,362	
20. Expenses	2,300	2,118	
21. Damages	1,000	1,000	
22. Capital Outlay	-	-	
	21,228	22,480	
Planning Board:			
23. Salaries	24,519	26,387	
24. Expenses	3,000	2,400	
25. Technical Assistance	2,000	1,013	
26. Travel Out of State	-	200	
	29,519	30,000	
Registrars:			
27. Salaries	10,919	11,642	
28. Expenses	8,660	9,000	
29. Tellers and Canvassers	18,000	16,000	
30. Capital Outlay	500	450	
	38,079	37,092	
Personnel Board:			
31. Salaries	17,642	19,417	
32. Expenses	1,325	1,425	

Description	Recommended		Town Meeting Amendments	Amended Total
	7-1-74 - 6-30-75 Appropriation	Appropriation F.Y. - 1976		
Selectmen:				
33. Salaries	23,350	24,845		
34. Expenses	2,100	2,250		
35. Town Meetings	6,100	6,800		
	31,550	33,895		
Telephone - Town Hall:				
36. Salaries	8,821	9,750		
37. Expenses	21,000	23,500		
	29,821	33,250		
Town Hall and Grounds:				
38. Salaries	29,805	26,400		
39. Expenses	14,500	15,880		
40. Capital Outlay	4,080	1,900		
	48,385	44,180		
Town Clerk:				
41. Salaries	30,632	33,631		
42. Expenses	2,270	2,375		
43. Capital Outlay	-	-		
44. Travel Out of State	-	150		
	32,902	36,156		

Description	7-1-74 - 6-30-75 Appropriation	Recommended Appropriation F. Y. - 1976	Town Meeting Amendments	Amended Total
Treasurer and Tax Collector:				
45. Salaries	50,927	48,050		
46. Expenses	12,500	12,950		
47. Capital Outlay	-	-		
	63,427	61,000		
Youth Commission:				
48. Salaries	47,344	52,400		
49. Expenses	8,085	8,100		
50. Capital Outlay	500	-		
	55,929	60,500		
TOTAL: GENERAL GOVERNMENT	607,366	628,333		

PROTECTION OF PERSONS AND PROPERTY
10.2 Percent of Recommended Budget Total

Civil Defense:				
51. Salaries	5,789	5,824		
52. Expenses	11,000	10,776		
53. Travel Out of State	-	-		
54. Capital Outlay	3,400	800		
	20,189	17,400		

Description	7-1-74 - 6-30-75 Appropriation	Recommended Appropriation F.Y. - 1976	Town Meeting Amendments	Amended Total
Fire Department:				
55. Salaries	1,196,213	1,285,000		
56. Building Maintenance	16,670	16,950		
57. Capital Outlay	9,770			
58. Equipment and Supplies	15,650	16,750		
59. Medical and Service Expenses	7,900	8,250		
60. Travel Out of State	400	400		
61. Equipment Maintenance	9,350	10,650		
	1,255,953	1,338,000		
Fire Alarm:				
62. Salaries	27,035	27,455		
63. Expenses	12,288	12,700		
64. Equipment Maintenance	900	1,200		
	40,223	41,355		
Building:				
65. Salaries	52,770	56,790		
66. Expenses	800	915		
67. Capital Outlay	3,000	-		
	56,570	57,705		

Description	7-1-74 - 6-30-75 Appropriation	Recommended Appropriation F.Y. - 1976	Town Meeting Amendments	Amended Total
Sealer of Weights and Measures:				
68. Salaries	3,024	3,024		
69. Expenses	1,050	1,075		
70. Capital Outlay	-	-		
	4,074	4,099		
Police:				
71. Salaries	820,681	871,100		
72. Auto Maintenance	34,500	36,000		
73. Building Maintenance	8,650	11,000		
74. Capital Outlay	25,800	27,100		
75. Communications	5,500	6,000		
76. Operating Expenses	10,000	12,500		
77. Signal System	1,000	2,300		
78. Travel Out of State	500	500		
79. Uniforms	12,850	12,000		
80. Crime Check Committee	-	1,500		
Animal Control Division:				
81. Salaries	10,141	9,155		
82. Expenses	685	325		
83. Capital Outlay	-	3,400		
	930,307	992,880		

Description	Recommended		Town Meeting Amendments	Amended Total
	7-1-74 - 6-30-75 Appropriation	F. Y. - 1976 Appropriation		
TOTAL: PROTECTION OF PERSONS AND PROPERTY	2,307,316	2,451,439		

Significant increases in the salary items for the Police and Fire Departments are due to changes in the contract negotiated last year and appearing in the budget for the first time this year relating to career incentive training and related overtime pay.

HEALTH SERVICES

.8 Percent of Recommended Budget Total

Board of Health:		
84. Salaries	76,974	81,491
85. Expenses	6,300	7,950
86. Capital Outlay	3,800	-
87. Garbage Removal	65,000	65,000
88. Hospitalization	500	500
89. Mental Health - Norfolk County	15,652	15,652
90. Mosquito Control	5,000	2,500
91. Travel Out of State	300	300
92. Mentally Retarded	7,500	7,500
	181,026	180,893
Dental Health:		
93. Salaries	8,454	8,750
94. Expenses	4,400	4,200
	12,854	12,950

Description	7-1-74 - 6-30-75 Appropriation	Recommended Appropriation F. Y. - 1976	Town Meeting Amendments	Amended Total
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TOTAL: HEALTH SERVICES

	193,880	193,843		
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PUBLIC WORKS

8.8 Percent of Recommended Budget Total (including .2 Percent for Debt Service)

Administration:

95. Salaries	65,421	71,420		
96. Expenses	3,260	3,510		
97. Travel Out of State	800	1,000		

	69,481	75,930		
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Engineering:

98. Salaries	142,122	151,608		
99. Expenses	5,000	4,900		

	147,122	156,508		
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Forestry:

100. Salaries	113,482	120,119		
101. Expenses	17,970	14,770		

	131,452	134,889		
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Description	Recommended		Town Meeting Amendments	Amended Total
	7-1-74 - 6-30-75 Appropriation	Appropriation F.Y. - 1976		
Garage and Equipment:				
102. Salaries	82,649	87,009		
103. Expenses	47,150	51,550		
	129,799	138,559		
Highway:				
104. Salaries	291,625	303,378		
105. Salaries - Parking Meter Fund	6,000	6,000		
106. Expenses	80,000	92,000		
107. Street Lighting	82,000	104,000		
108. Highway Repairs	5,000	5,000		
109. Equipment Replacement	77,000	77,000		
	541,625	587,378		
Snow and Disaster:				
110. Overtime Salaries	50,000	50,000		
111. Expenses	60,000	60,000		
	110,000	110,000		
Sewer:				
112. Salaries	266,060	286,917		
113. Expenses	25,900	27,900		
114. House Connections	14,000	14,000		
	305,960	328,817		

Description	7-1-74 - 6-30-75 Appropriation	Recommended	
		Appropriation F. Y. - 1976	Town Meeting Amendments Amended Total
Water:			
115. Salaries	231,805	228,155	
116. Expenses	107,700	123,100	
117. Main Extensions and Services	35,000	35,000	
	374,505	386,255	
Grounds:			
118. Salaries	71,389	73,244	
119. Expenses	46,210	50,150	
120. Capital Outlay	35,500	33,700	
	153,099	157,094	
TOTAL: PUBLIC WORKS	1,963,043	2,075,430	

The Public Works Department has eliminated approximately \$70,000 of capital expenditures relating to extension of water mains traditionally included on an annual basis as a separate article. This elimination offsets a number of increases in the foregoing budget, including those relating to the increases in the cost of fuel and electric power.

HOSPITAL			
19 Percent of Recommended	Budget	Total	(including .4 Percent for Debt Services)
Glover Hospital:			
121. Salaries	2,723,729	2,900,000	

Description	7-1-74 - 6-30-75	Recommended	Town Meeting	Amended
	Appropriation	F. Y. - 1976	Amendments	Total
122. Expenses	1,073,765	1,320,000		
123. Capital Outlay	115,000	162,000		
124. Travel Out of State	3,000	3,000		
125. X-Ray	96,000	106,000		
TOTAL: HOSPITAL	4,011,494	4,491,000		

See comment in Finance Committee Report at the beginning of the booklet.

VETERANS' SERVICES
.4 Percent of Recommended Budget Total

Veterans' Services:		
126. Salaries	14,271	15,500
127. Expenses and Transportation	500	500
128. Benefits	72,000	75,000
TOTAL: VETERANS' SERVICES	86,771	91,000

LIBRARIES
1.6 Percent of Recommended Budget Total (including .1 Percent for Debt Service)

Public Library:		
129. Salaries	236,505	245,669
130. Bindings	1,500	1,500

Description	7-1-74 - 6-30-75 Appropriation	Recommended		Amended Total
		Appropriation F.Y. - 1976	Town Meeting Amendments	
131. Books and Periodicals	61,441	62,000		
132. Building Maintenance	28,898	25,122		
133. Expenses and Supplies	16,286	17,251		
134. Capital Outlay	1,025	-		
135. Branch Rent	2,700	3,000		
136. Travel Out of State	634	458		
TOTAL: LIBRARIES	348,989	355,000		

PARKS AND RECREATION

1.2 Percent of Recommended Budget Total (including .4 Percent for Debt Service)

Memorial Park:				
137. Expenses	500	500		
138. Capital Outlay	3,500	-		
	4,000	500		
Conservation:				
139. Salaries	502	500		
140. Conservation Fund	-	-		
141. Expenses	1,000	1,000		
	1,502	1,500		

Description	Recommended		
	7-1-74 - 6-30-75 Appropriation	Appropriation F. Y. - 1976	Town Meeting Amendments Amended Total
Parks and Recreation:			
142. Salaries	137,348	141,247	
143. Expenses	44,100	46,253	
144. Capital Outlay	7,000	4,500	
145. Engineering Services	1,500	1,000	
146. Travel Out of State	-	-	
	189,948	193,000	
TOTAL: PARKS AND RECREATION	195,450	195,000	

DEBT AND INTEREST
5.9 Percent of Recommended Budget Total

147. Maturing Bonds	942,000	910,000
148. Bond Interest	185,728	149,914
149. Temporary Loan Interest	54,000	10,000
150. Fiscal Cycle Loan - Prin. - Schools	323,000	307,000
151. Fiscal Cycle Loan - Int. - Schools	41,140	33,790
TOTAL: DEBT AND INTEREST	1,545,868	1,410,704

Description	7-1-74 - 6-30-75 Appropriation	Recommended	
		Appropriation F. Y. - 1976	Town Meeting Amendments Amended Total
159. Workmen's Compensation Self Insurance Fund and Premium Account	75,000	85,000	
160. Property and Casualty Self Insurance Fund	1,056	5,000	
161. Advertising		75	
162. Care of Soldiers' Graves	800	800	
163. Memorial Day	900	1,000	
164. Town Report	6,500	6,000	
165. Governmental Review Committee	500	-	
TOTAL: UNCLASSIFIED	706,756	817,875	

Line 158: The sum of \$70,000 of this amount will be appropriated out of the Blue Cross return premium reserve fund and used if necessary, to offset rate increases which may be established by Blue Cross as of January 1, 1976.

SCHOOLS	
48.8 Percent of Recommended Budget Total (including 4.8 Percent for Debt Service)	
166. Salaries	8,315,825
167. Administration	8,847,263
168. Instruction	21,500
169. Other School Services	22,800
170. Cafeteria Assistance	455,925
171. Pupil Transportation	410,875
	71,042
	45,000
	200,330

Description	7-1-74 - 6-30-75 Appropriation	Recommended		Amended Total
		Appropriation F. Y. - 1976	Town Meeting Amendments	
172. Operation and Maintenance of Plant	608,688	683,900		
173. Community Services	45,000	45,000		
174. Fixed Asset Acquisitions	91,299	42,290		
175. Tuitions, other Districts	31,200	100,000		
176. Out of State Travel	8,000	4,000		
177. Summer School	20,000	23,500		
178. Adult Evening Education	21,200	24,000		
179. Capital Outlay - Renovation of Physical Properties	80,000	80,000		
TOTAL: SCHOOLS	9,999,684	10,600,000		
GRAND TOTAL: ALL BUDGETS	22,719,188	24,094,793		

Description	Recommended		
	7-1-74 - 6-30-75 Appropriation	F. Y. - 1976 Appropriation	Town Meeting Amendments Amended Total
SCHOOLS			
Additional Information			
Salary Accounts:			
Teachers	6,868,325	7,469,388	
Non-Teachers	100,800	108,800	
Office Staff	396,500	433,700	
Custodial Staff	661,500	711,400	
Salary Adjustments	20,000	20,000	
Substitutes	58,500	64,900	
Tutors and Resource Teachers			
Special Education	110,000	200,000	
Non-teaching Substitutes and overtime	26,000	27,000	
Change in Staff	(29,000)	(259,525)	
Intramurals	17,000	17,000	
Professional Development	45,000	8,000	
Teacher Aides	41,200	46,600	
	8,315,825	8,847,263	
Other Accounts:			
Administration:			
School Committee	10,000	10,400	
Superintendent's Office	11,500	12,400	
	21,500	22,800	

Description	7-1-74 - 6-30-75	Recommended	Town Meeting	Amended
	Appropriation	F.Y. - 1976	Amendments	Total
Instruction:				
Supervision, Principals & Teachers	272,680	240,720		
Textbooks	84,000	68,750		
Media Library	42,560	41,160		
Media-Audiovisual	40,475	48,165		
Guidance Services	12,560	12,080		
Educational Television	3,650	-		
	455,925	410,875		
Other School Services:				
Health Services	1,562	1,818		
Food Supply	300	300		
Student Body Activities	63,885	68,924		
	65,747	71,042		
Operation of Plant:				
Custodial Supplies	23,500	25,500		
Heat	222,200	248,000		
Utilities	155,000	204,500		
Maintenance	207,988	205,900		
	608,688	-	683,900	

WARRANT FOR THE ANNUAL TOWN MEETING

Monday, April 14, 1975

COMMONWEALTH OF MASSACHUSETTS

Norfolk, ss.

To either of the Constables in the Town of Needham in said County,
Greeting:

In the name of the Commonwealth of Massachusetts, you are hereby required to notify and warn the Inhabitants of the Town of Needham qualified to vote in elections and in Town Affairs to meet in their respective voting places in said town namely:

Precinct A — William Carter School
Precinct B — Hillside School
Precinct C — Derwood Newman Junior High School
Precinct D — High Rock School
Precinct E — William Pollard Junior High School
Precinct F — Highland Avenue Junior High School
Precinct G — Harris School
Precinct H — Broad Meadow School
Precinct I — William Mitchell School - Kindergarten
Precinct J — William Mitchell School - Gymnasium

on MONDAY, the FOURTEENTH DAY OF APRIL, 1975

from forty-five minutes after six o'clock in the forenoon, until eight o'clock in the afternoon, then and there to act upon the following articles, viz:

ARTICLE . . 1. To choose by ballot the following Town Officers:

One Moderator for one year;
Two Selectmen for three years;
One Assessor for three years;
Two Members of School Committee for three years;
One Trustee of Memorial Park for three years;
Three Trustees of Needham Public Library for three years;
One Member of Board of Health for three years;
One Member of the Planning Board for five years;
One Member of the Planning Board for three years;
One Member of the Planning Board for two years;
One Member of the Needham Housing Authority for five years;
One Commissioner of Trust Funds for three years;
One Commissioner of Trust Funds for one year;
One Member of the Park and Recreation Commission for three years;
Two Constables for three years;
Five Town Meeting Members from Precinct A for three years;
Ten Town Meeting Members from Precinct B for three years;
One Town Meeting Member from Precinct B for two years;
Two Town Meeting Members from Precinct C for three years;
Two Town Meeting Members from Precinct C for two years;
One Town Meeting Member from Precinct C for one year;
Seven Town Meeting Members from Precinct D for three years;
Ten Town Meeting Members from Precinct E for three years;
One Town Meeting Member from Precinct E for two years;

Three Town Meeting Members from Precinct E for one year;
 Nine Town Meeting Members from Precinct F for three years;
 One Town Meeting Member from Precinct F for two years;
 One Town Meeting Member from Precinct F for one year;
 Ten Town Meeting Members from Precinct G for three years;
 Nine Town Meeting Members from Precinct H for three years;
 Seven Town Meeting Members from Precinct I for three years;
 One Town Meeting Member from Precinct I for two years;
 Six Town Meeting Members from Precinct J for three years.

ARTICLE 2. To submit the following question upon the official ballot to the voters of the Town:

“Shall an act passed by the General Court in the year nineteen hundred and seventy-five, entitled ‘An act relative to the numbers and status of town meeting members at large in the representative town meeting of the town of Needham’ be accepted?”

This Act amends our Special Home Rule Charter Act (Chap. 401 of the Acts of 1971) as proposed by the 1974 Annual Town Meeting under Article 12 the primary purpose of which is to eliminate three appointed town officials who are not legally eligible to be designated town meeting members at large.

ARTICLE 3. To submit the following question upon the official ballot to the voters of the Town:

“Shall licenses be granted in this town for the operation, holding or conducting a game commonly called beano?”

Summary of Chapter 486 of the Acts of 1971

Fraternal, church, veterans, volunteer non-profit fire protection company and non-profit ambulance service organization which were in existence at least five years prior to June 1, 1968 may be licensed by the Commissioner of Public Safety to operate or conduct the game of beano or similar game under another name in connection with which prizes are offered to be won by chance during the hours 7:00 p.m. and 12:00 midnight on any day of the week except Sunday; provided the foregoing question at this Town election is answered yes by a majority of the voters participating therein; each licensee pays annually a \$50.00 fee and a tax of ten per cent of all gross receipts and the State Treasurer annually distributes to the Town an amount equal to one-half of the license fees and one-half the taxes received from all operations within the Town by reason of licensed operations conducted during the preceding calendar year.

and at the Newman Junior High School in said Town on

MONDAY, THE FIFTH DAY OF MAY, 1975 — 7:30 P.M.

ARTICLE 4. To hear and act on the reports of Town Officers and Committees.

(Board of Selectmen)

ARTICLE 5. To see if the Town will vote to authorize the Town Treasurer, with the approval of the Selectmen, to borrow money from time to time in anticipation of the revenue of the financial year beginning July 1, 1975, in accordance

with the provisions of General Laws, Chapter 44, Section 4, and to issue a note or notes therefor, payable within one year, and to renew any note or notes as may be given for a period of less than one year in accordance with General Laws, Chapter 44, Section 17;

or take any other action relative thereto.

(Board of Selectmen)

Recommended: That this article be adopted.

ARTICLE 6. To see what disposition the Town will make of monies received pursuant to General Laws, Chapter 140, Section 172 as the Town's share of the unexpended balance of the Dog Fund.

(Board of Selectmen)

Recommended: That the sum of \$3,302.36 be appropriated for the Public Library.

ARTICLE 7. To see if the Town will vote to ratify, confirm and approve the action of the Personnel Board authorized by Section 20 of the Consolidated Personnel By-Law approving the employment of certain municipal employees at a step rate greater than the minimum rate established for the respective positions involved and employee promotions to a higher rated position; said action taken by the Personnel Board occurred on the following dates:

September 9, 1974, September 30, 1974, November 4, 1974, December 2, 1974, December 16, 1974, January 12, 1975, February 10, 1975, and February 24, 1975

further action as authorized by Section 15 of the Consolidated Personnel By-Law for which ratification is hereby sought consists of the following:

Change job title and rate of Building Inspector S-20 to Inspector of Buildings S-23

Change Grade of Assistant Superintendent (Fire Alarm) from S-20 to FA-2

Change Grade of Lineman from S-16 to FA-1

Addition of footnote (12) to Civil Engineer Grade III to read as follows:
“(12) additional \$125.00 per month when assigned to and performing the duties of Grounds Division Superintendent as designated by the Director of Public Works.”

or take any other action relative thereto.

(Personnel Board)

Recommendation deferred.

ARTICLE 8. To see if the Town will vote to amend Section 3 of the Consolidated Personnel By-Law by adding the following new sentence immediately following the period ending the first sentence of Section 3:

“Appointees hereunder shall continue to hold their offices until the appointment and qualification of their successors.”;

or take any other action relative thereto.

(Personnel Board)

Recommended: That this article be adopted.

ARTICLE 9. To see if the Town will vote to amend Section 19(f) of the Consolidated Personnel By-Law by adding at the end of the first sentence, the following:

"All such employees shall also receive time off without loss of pay for one-half day on the work day immediately proceeding Christmas."; or take any other action relative thereto.

(Personnel Board)

Recommendation deferred.

ARTICLE 10. To see if the Town will amend The Consolidated Personnel By-Law by deleting Section 28 in its entirety and by substituting therefore the following:

"Section 28. **Non-Occupational Sick Leave.** The granting of non-occupational sick leave and the payment of compensation to persons on non-occupational sick leave shall be subject to the following provisions:

(a) Consistent with the eligibility of each employee subject to this By-Law on the effective date of this Section, there shall be credited to each such employee's record the total amount of non-occupational sick leave available to each employee as determined under the prior provisions of Section 28. For the succeeding calendar year after the effective date hereof and each successive calendar year thereafter there shall accrue to each eligible employee subject to this By-Law an additional one (1) day per month or proportionate part thereof as hereinafter provided for less than permanent full time employees which shall be added to the employee's permanent record of available non-occupational sick leave time, and shall hereafter be known and referred to as "Non-Occupational Unused Accumulated Sick Leave" or "Total Sick Leave Credit." All new employees entering the Town service hereunder after the effective date hereof shall be credited with said one (1) day per month or proportionate part thereof as hereinafter specified.

(b) During each calendar year beginning with the effective date hereof, there shall be charged to each employee's Total Sick Leave Credit or deducted therefrom the total number of days absent from performing the usual assigned duties because of non-occupational illness and for which the employee was paid the usual compensation. At the election of the employee subject to this By-Law and when such employee is entitled to the benefits and subject to the provisions of General Laws, Chapter 152, the employee shall be entitled to receive his net pay to the extent permitted under said Chapter 152 but limited to the credit available from such employee's Total Sick Leave Credits and if such additional benefit is elected by the employee his or her Total Sick Leave Credit will be charged for the appropriate time thus used. No payment shall be made as a claim under this Section without the prior approval of the Personnel Board or the Personnel Director. A physician's certificate may be required by the department head or the Personnel Board in any case of non-occupational sick leave claimed hereunder.

(c) In the instance of a part-time employee filling a permanent position as defined in this By-Law, non-occupational sick leave credits

and charges referred to in (a) and (b) above shall apply, but the amount of non-occupational sick leave credit shall accrue in the ratio that their part-time employment bears to full time employment.

(d) An employee subject to this By-Law who terminates his or her services with the Town by retirement, because of disability or because of death shall be entitled to a cash payment at his current rate for not less than 25 percent of his or her Unused Accumulated Sick Leave Credit outstanding after proper adjustments are made for the current calendar year. In the case of death, the surviving spouse or duly designated beneficiary shall be entitled to the payment due hereunder, or if there is no surviving spouse or duly designated beneficiary to the duly appointed legal representative of his or her estate.

(e) In the case of exceptional circumstances when an employee has exhausted his accumulated sick leave benefits, additional sick leave may be granted by the Personnel Board. In determining whether such additional sick leave shall be granted the Personnel Board shall take past absence of the employee and the length of continual service into account.”;

or take any other action relative thereto.

(Personnel Board)

Recommendation deferred.

ARTICLE 11. To see if the Town will vote to amend Section 7A of the Consolidated Personnel By-Law (General By-Laws, Article IX) by deleting said Section in its entirety and substituting in place thereof the following:

“Section 7A. No appointive position in the service of the Town subject to the within Article IX of the General By-Laws, other than a position the filling of which is mandatory under State Law, Local Charter or By-Law or a position established on an emergency basis to be filled for a period of not more than thirty days, shall be filled by action of the appointing authority concerned before such authority shall have first obtained a certificate of necessity from the Personnel Board. Appropriate application forms seeking a certificate of necessity as herein required shall be furnished by the Personnel Board and shall accompany each and every request by the appointing authority to fill or replace an appointive position subject to this By-Law. The within required application and issuance of a certificate of necessity hereunder by the Personnel Board is intended to achieve and maintain an economical balance between (a) the numbers of appointive employees retained by Town Agencies subject to this By-Law and (b) the work loads of such agencies as authorized in budgets established for these agencies by vote of the Town Meeting.

The filing of an application for a certificate of necessity as herein provided shall, to the extent legally permitted, constitute a waiver of right to claim exempt status for the position referred to in the application, but the appointing authority may obtain an official ruling from the Personnel Board concerning the exempt status of any appointive position prior to filing the application.

Appeals from a decision or action of the Personnel Board herein authorized may be taken to the Town at the next Annual Town Meeting.”;

or take any other action relative thereto.

(Personnel Board)

Recommendation deferred.

ARTICLE 12. To see if the Town will vote to fix the compensation of the following elected officers of the Town as of July 1, 1975 as required by the General Laws, Chapter 41, Section 108, and as recommended by the Personnel Board, and subject to the longevity provisions of paragraph (j) of Section 20 of the Consolidated Personnel By-Law as follows:

Principal Assessor
Assessor
Selectman, Chairman
Selectmen, others
Town Clerk
Town Treasurer & Tax Collector

NOTE:
See Note under Article
13, Schedule B-1, Page
42 of this Warrant.

or take any action relative thereto.

(Personnel Board)

Recommendation deferred.

ARTICLE 13. To see if the Town will vote to amend the Consolidated Personnel By-Law of the Town by striking out Section 17 thereof and by substituting therefore the following:

"Except as otherwise required by State Law, the classes of positions in the paid appointive service by the Town other than those in the service of the School Department and Glover Memorial Hospital and the standard rates of compensation thereof effective July 1, 1975 and the compensation of positions classified by the Director of Civil Service effective July 1, 1975 shall be as follows:."

SCHEDULE A

Alphabetical list of full-time and part-time position classes and allocation to compensation grade or schedule:

Class Title	Grade or Schedule
Activity Director	Schedule C
Activity Instructor or Supervisor (P.T.)	Schedule C
Administrative Clerk	S-8
Animal Inspector (P.T.)	Schedule C
Assistant Beach Supervisor (P.T.)	Schedule C
Assistant Cataloger	S-8
Assistant Children's Librarian	S-8
Assistant Data Processing Supervisor	S-14
Assistant Librarian	S-18
Assistant Recreation Supervisor (P.T.)	Schedule C
Assistant Superintendent (Fire Alarm)	FA-2
Assistant Town Accountant	S-19
Assistant Town Clerk	S-10
Assistant Town Engineer	S-23
Associate Director of Council on Aging	Schedule C
Athletic Official or Referee (P.T.)	Schedule C
Beach Booth Attendant (P.T.)	Schedule C
Beach Lifeguard (P.T.)	Schedule C
Beach Supervisor (P.T.)	Schedule C
Branch Librarian	S-10

SCHEDULE A (Continued)

Class Title	Grade or Schedule
Building Inspector (Substitute) (P.T.)	Schedule C
Call Firefighter (P.T.)	Schedule C
Canvasser (P.T.)	Schedule C
Caseworker	S-20
Cataloger	S-15
Children's Librarian	S-15
Circulation Supervisor	S-11
Civil Engineer, Grade I	S-10
Civil Engineer, Grade II	S-14
Civil Engineer, Grade III, (2)	S-17
Civil Engineer, Grade IV	S-20
Clerk	S-1
Clerk (P.T.)	Schedule C
Committee Secretary (P.T.)	Schedule C
Coordinator of Traveling Meals	Schedule C
Council on Aging Executive Director (P.T.)	Schedule C
Custodial Worker	S-5
Data Processing Coordinator	S-19
Dental Hygienist	S-7
Dentist (P.T.)	Schedule C
Deputy Fire Chief	F-4
Director of Civil Defense (P.T.)	Schedule C
Director of Parks and Recreation	S-24
Director of Public Works	S-34
Division Superintendent (Forestry) (1)	S-20
Division Superintendent (Highway) (1)	S-25
Division Superintendent (Sewer) (1)	S-25
Division Superintendent (Water) (1)	S-25
Dog Officer	S-10
Employment Counselor	S-15
Equipment Mechanic	W-6
Equipment Welder	W-6
Executive Clerk	S-10
Executive Secretary, Selectmen (P.T.)	Schedule C
Finance Committee Executive Secretary (P.T.)	Schedule C
Fire Captain (5)	F-3
Fire Chief	F-5
Firefighter (6)	F-1
Fire Lieutenant	F-2
Foreman	W-8
Garage and Equipment Supervisor	S-20
Garage Mechanic	W-4
General Foreman - Highway, Sewer, Water Divisions	S-20
Heavy Motor Equipment Operator	W-4
Inspector of Buildings	S-23
Junior Building Custodian	S-7
Key Punch Operator	S-6
Key Punch Operator, Junior	S-4
Key Punch Operator, Senior	S-9
Laborer	W-1
Laborer - Senior	W-2
Librarian	S-23
Library Assistant I	S-1
Library Assistant II	S-5

SCHEDULE A (Continued)

Class Title	Grade or Schedule
Library Page (P.T.)	Schedule C
Lineman	FA-1
Maintenance Man	W-3
Master Mechanic	W-8
Memorial Park Supervisor	S-17
Meter Repairman	W-4
Motor Equipment Operator	W-2
Nutritionist	S-13
Park Maintenance Man	W-1
Park Maintenance Supervisor (P.T.)	Schedule C
Patrolman (3) (4) (8) (9)	P-2
Personnel Director	S-25
Planning Director	S-25
Playground Leader (P.T.)	Schedule C
Playground Supervisor (P.T.)	Schedule C
Play Leader (P.T.)	Schedule C
Plumbing and Gas Inspector	S-18
Plumbing and Gas Inspector (Substitute) (P.T.)	Schedule C
Police Chief	P-5
Police Lieutenant	P-4
Police Maintenance Man	S-11
Police Matron (P.T.)	Schedule C
Police Sergeant (4) (5) (8) (9) (11)	P-3
Principal Clerk	S-6
Provisional Appointee (Police Dept.)	P-1
Public Health Nurse	S-13
Public Works Craftsman	W-4
Public Works Dispatcher	S-17
Public Works Inspector	S-14
Public Works Specialist	W-5
Pumping Station Operator	W-4
Recreation Parks Supervisor (Maint.)	S-15
Recreation Supervisor	Schedule C
Reference Librarian	S-15
Reference Supervisor	S-16
Registrar of Voters (P.T.)	Schedule C
Sanitarian	S-19
Sanitarian (Substitute) (P.T.)	Schedule C
Sealer of Weights and Measures (P.T.)	Schedule C
Senior Building Custodian	S-11
Senior Clerk	S-4
Shovel Operator	W-6
Storekeeper	W-2
Student Draftsman and Rodman (P.T.)	Schedule C
Student Trainee, Forestry Division (P.T.)	Schedule C
Switchboard Operator	S-3
Temporary Janitor (P.T.)	Schedule C
Temporary Laborer (P.T.)	Schedule C
Town Accountant	S-24
Town Counsel (P.T.)	Schedule C
Town Engineer (1)	S-27
Traffic Supervisor (P.T.)	Schedule C
Tree Climber	W-4
Veterans' Agent (P.T.)	Schedule C

SCHEDULE A (Continued)

Class Title	Grade or Schedule
Water Meter Reader	W-3
Wiring Inspector	S-18
Wiring Inspector (Substitute) (P.T.)	Schedule C
Women's and Girls' Recreation Supervisor	S-6
Working Foreman	W-6
Young Adults' Librarian	S-15
Youth Co-ordinator	S-24

SCHEDULE A FOOTNOTES

- (1) Additional \$100.00 per month when assigned to and performing the duties of Assistant Director of Public Works.
- (2) Additional \$45.00 per month when assigned to and performing the duties of Office Manager as designated by the Director of Public Works.
- (3) Additional \$60.00 per month when assigned to and performing the duties of Administrative Assistant as designated by the Police Chief.
- (4) Additional \$750.00 per year when assigned to and performing the duties of Detective as designated by the Police Chief.
- (5) Additional \$40.00 per month when assigned to and performing the duties of Station Commander as designated by the Fire Chief and the Police Chief.
- (6) Additional \$50.00 per month when assigned to and performing the duties of Equipment Mechanic as designated by the Fire Chief.
- (7) Additional \$50.00 per month when assigned to and performing the duties of the Mosquito Control Program as designated by the Board of Health.
- (8) Additional \$25.00 per month when assigned permanently to the night shifts as designated by the Police Chief.
- (9) Additional \$50.00 per month when assigned to and performing the duties of a Specialist-Youth Officer as designated by the Police Chief.
- (10) Said Director shall be the Superintendent of Public Works within the meaning of Section 20 to 30, inclusive, of the Needham Special Home Rule Charter Act (Acts of 1971, c. 403), and shall be appointed in the manner, and shall exercise the powers and duties of such Superintendent, specified in said act.
- (11) Additional \$750.00 per year when assigned to and performing the duties of Principal Prosecuting Officer as designated by the Police Chief.

- (12) Additional \$125.00 per month when assigned to and performing the duties of Grounds Division Superintendent as designated by the Director of Public Works.

SCHEDULE B-1

Grade	Minimum	2nd Step	3rd Step	4th Step	Maximum
S-34					
S-33					
S-32					
S-31					
S-30					
S-29					
S-28					
S-27					
S-26					
S-27					
S-26					
S-25					
S-24					
S-23					
S-22					
S-21					
S-20					
S-19					
S-18					
S-17					
S-16					
S-15					
S-14					
S-13					
S-12					
S-11					
S-10					
S-9					
S-8					
S-7					
S-6					
S-5					
S-4					
S-3					
S-2					
S-1					

NOTE:

The Personnel Board requires additional time to arrive at firm recommendations for compensation rate changes in all schedules in Article 13 and Article 12. The appropriate detailed recommended changes to be presented to Town Meeting will be available no later than one week prior thereto.

SCHEDULE B-2

POLICE SALARY SCHEDULE

Grade	Minimum	2nd Step	3rd Step	4th Step	Maximum
P-5					
P-4					
P-3					
P-2					
P-1					

SCHEDULE B-3**FIRE SALARY SCHEDULE**

Grade	Minimum	2nd Step	3rd Step	4th Step	Maximum
F-5					
F-4					
F-3					
F-2					
F-1					

SCHEDULE B-4**FIRE ALARM SALARY SCHEDULE**

Grade	Minimum	2nd Step	3rd Step	4th Step	Maximum
FA-2					
FA-1					

SCHEDULE B-5**HOURLY WAGE SCHEDULE**

Grade	Minimum	2nd Step	3rd Step	4th Step	Maximum
W-8					
W-7					
W-6					
W-5					
W-4					
W-3					
W-2					
W-1					

SCHEDULE C**RATE FOR PART-TIME AND SEASONAL POSITION CLASSES****Minimum Maximum**

Activity Director (P.T.) (per week) (1)		
Activity Instructor or Supervisor (P.T.)		
Group A (per session)		
Group B (per session)		
Group C (per session)		
Group D (per session)		
Group E (per session)		
Animal Inspector (P.T.) (per annum)		
Assistant Beach Supervisor (P.T.) (per week) (1)		
Assistant Recreation Supervisor (P.T.) (per week) (1)		
Associate Director of Council on Aging (P.T.) (30 hrs. wkly.)		
Athletic Official or Referee (P.T.)		
Group A (per session)		
Group B (per session)		
Group C (per session)		
Group D (per session)		
Group E (per session)		

SCHEDULE C (Continued)

Minimum Maximum

Beach Booth Attendant (P.T.) (per week) (1)		
Beach Lifeguard (P.T.) (per week) (1)		
Beach Supervisor (P.T.) (per week) (1)		
Building Inspector (Substitute) (P.T.) (per diem)		
(or per inspection)		
Call Firefighters (P.T.) (per annum)		
Canvasser (P.T.) (per hour)		
Clerk (P.T.) (per hour)		
Clerk (P.T.) (per hour)		
Committee Secretary (P.T.) (per hour)		
Coordinator of Traveling Meals (P.T.) (per hour)		
Council on Aging Executive Director (P.T.) (per annum)		
Dentist (P.T.) (per diem)		
Director of Civil Defense (per annum)		
Executive Secretary - Selectmen (P.T.) (per annum)		
Library Page (P.T.) (per hour)		
First year		
Second year		
Third year		
Play Leader (P.T.) (per week) (1)		
Plumbing and Gas Inspector (Substitute) (P.T.) (per diem)		
(or per inspection)		
Police Matron (P.T.) (per hour)		
(or minimum)		
Recreation Supervisor (P.T.) (per week) (1)		
Registrar of Voters (P.T.) (per annum)		
Sanitarian (Substitute) (P.T.) (per diem)		
Sealer of Weights and Measures (P.T.) (per annum)		
Student Draftsman and Rodman (P.T.)		
First year student (per hour)		
Second year student (per hour)		
Third year student (per hour)		
Fourth year student (per hour)		
Fifth year student (per hour)		
Student Trainee, Forestry Division (P.T.)		
First year student (per hour)		
Second year student (per hour)		
Third year student (per hour)		
Fourth year student (per hour)		
Temporary Janitor (P.T.) (per hour)		
Temporary Laborer (P.T.)		
First year (per hour)		
Second year (per hour)		
Third year (per hour)		
Fourth year (per hour)		
Fifth year (per hour)		
Town Counsel (P.T.) (per annum)		
Traffic Supervisor (P.T.) (per month)		
Veteran's Agent (P.T.) (per annum)		
Wiring Inspector (Substitute) (P.T.) (per diem)		
(or per inspection)		
(1) Annual step rate increase of \$5.00 per week (maximum 5 steps)		

after performing a minimum of eleven weeks of full-time service at Rosemary Beach and seven weeks on playgrounds in any calendar year, or take any other action relative thereto.

(Planning Board)

Recommendation deferred.

ARTICLE 14. To see if the Town will appropriate the sum of \$45,000. for the purpose of razing and removing the building structure and paved area on the Green Field property and greening the total area heretofore sometimes referred to as the Stephen Palmer Elementary School; said razing and removal of the elementary school building structure contemplates providing additional school athletic or play field facilities; determine how said sum is to be raised and how said sum is to be expended; or take any other action relative thereto.

(School Committee)

Recommended:

That this article be adopted with a dollar amount to be established at Town Meeting.

ARTICLE 15. To see if the Town will vote to authorize a study to be conducted by the Planning Board and the Selectmen's Ad Hoc Town Space Study Committee to make a feasibility study of the needs and use of the Stephen Palmer School building and land area and to report its recommendation to the next Annual Town Meeting or sooner; that a sum of money be appropriated for the use of the School Committee for securing the building and use of said Planning Board and committee;

or take any other action relative thereto.

(Planning Board)

Recommended: That this article be dismissed.

ARTICLE 16. To see if the Town of Needham will vote to increase the amount paid to Town Officers and Employees for use of privately owned motor vehicles for Town purposes from the present rate of 12c per mile to 15c per mile; or take any other action relative thereto.

(Board of Health)

Recommended: That this article be dismissed.

ARTICLE 17. To see if the Town will vote to insert the following new section in Article II of its General By-Laws; "Section 21. The Town Meeting may appropriate, and authorize the expenditure of, town funds for the purpose of providing the voters of the town with factual information relative to measures to be voted upon by the voters at elections in the town. Measures, as used in this section, shall be deemed to mean measures submitted to the voters for acceptance or rejection under the Needham Special Town Charter Act, as amended, or any other law, but shall not be deemed to include a new or revised charter or charter amendment proposed by a Charter Commission, or a measure required to be discussed in the Information for Voters published by the Secretary of the Commonwealth, or any measure placed upon the ballot by a state general law not relating to the organization, powers, duties, obligations and finances of the Town;" or take any other action relative thereto.

*(Board of Selectmen as recommended by
Governmental Review Committee)*

Recommended: That this article be adopted.

ARTICLE 18. To see what sums of money the Town will vote to raise and appropriate for the necessary Town charges and expenses.

(Board of Selectmen)

Recommended: That the amounts appropriated be as recommended in the several budgets.

ARTICLE 19. To see if the Town Meeting will vote to request our Senator and Representatives in the General Court to file appropriate bills for the enactment of legislation which will give to town meetings, and to city councils or their equivalent in cities, the authority to defeat or modify by a two-thirds vote the appropriation requests made to them by school committees, such action to have the full force and effect of law; or take any other action relative thereto.

*(Board of Selectmen as recommended
by Governmental Review Committee)*

Recommended: That this article be dismissed.

ARTICLE 20. To see if the Town will vote to amend its Special Home Rule Charter Act (Chapter 403, Acts of 1971, as amended) as authorized by Chapter 43B of the General Laws, as amended, by adding thereto following section 12 the following new Section:

“Section 12A, Right of Initiative; Initiative Procedures. Registered voters of the town may, by initiative petition prepared and filed in accordance with the provisions of this section, propose to any annual town meeting the passage of a measure and, if such measure be not so passed by said annual town meeting, may cause such measure to be submitted to the voters of the town for their approval or disapproval thereof as hereinafter provided. However, no measure shall be proposed by initiative petition hereunder which: (1) makes a specific appropriation to pay for the costs of a study or to pay for a capital acquisition or improvement, (2) amends the zoning map or zoning by-laws of the town, or (3) proposes the submission to the voters of the town of an amendment to the charter.

An initiative petition shall set forth the full text of the measure proposed by the petitioners, and shall first be signed by not less than one-hundred and no more than two hundred and fifty registered voters of the town, each of whom shall sign his name and record his address on said petition as his name and address appear on the list of registered voters. Said initiative petition shall be submitted to the town counsel not later than the fifteenth day of January prior to the annual town meeting into which that petition is to be introduced. If said town counsel shall certify that the measure proposed by said initiative petition does not conflict with the constitution or laws of the Commonwealth, and that it includes only subjects not excluded from the initiative by this section, said initiative petition shall then be filed by him with board of selectmen, who shall cause the measure proposed therein to be included in the warrant for the annual town

meeting aforesaid as an initiative article, so designated; provided, however, that if the town counsel shall fail, within ten days following his receipt of an initiative petition, to notify the board of selectmen in writing of his reasons for not certifying said petition, that petition shall be deemed to have been certified by him, and, upon the request of any registered voter who had previously signed such petition, the board of selectmen shall cause the measure therein proposed to be included in the aforesaid warrant as an initiative article, so designated.

Whenever an initiative article is included in the warrant for an annual town meeting, the moderator shall give to any registered voter of the town who signed the initiative petition the privilege of making the first substantive motion under the initiative article, which shall be in the words of the proposal in said article. The moderator shall allow opportunity for debate on such initiative article and motions thereunder, and shall not accept a motion to put the previous questions as to the first substantive motion or as to any motion in substitution therefor until the petitioners and their opponents have been afforded a reasonable time within which to present their arguments non-repetitiously. The town meeting shall act on the first substantive motion in the form in which it is presented, and, if such motion is not passed, the town meeting may take such other action under the initiative article which is within the scope thereof, including the adoption of any alternative measure. Action under an initiative article shall be taken by majority, two-thirds or such other vote as may be required by the nature of such action under applicable state laws.

If such annual town meeting shall dissolve without having adopted, enacted or voted passage of the first substantive motion presented as aforesaid under an initiative article, but if at least one-fourth of the total number of town meeting members voting upon such first substantive motion shall have voted in the affirmative, the original petitioners of said initiative article may complete their petition by filing with the board of selectmen an additional number of signatures of registered voters of the town which, when combined with the signatures of the original petitioners, will equal in number not less than fifteen percent of the total number of persons registered to vote in the town. Each additional signatory voter shall sign his name, and record his address, upon the petition as the same appear on the list of registered voters, and all such additional signatures shall be gathered not earlier than the day following the day on which the aforesaid town meeting dissolved, and shall be filed with the board of selectmen as set forth above not later than twenty days, exclusive of Sundays and legal holidays, following said dissolution.

If such annual town meeting shall have adopted, enacted or voted passage of any motion as an alternative to or substitute for the first substantive motion above referred to, the original petitioners of the initiative article may in like manner complete their initiative petition by filing with the board of selectmen an additional number of signatures, all as provided in the next preceding paragraph.

Within ten days after the filing of the completed initiative petition as aforesaid, the Selectmen shall issue a call for a special meeting of the voters, which shall be held within fourteen days after the issuing of that call, for the purpose of presenting to the voters at large the measure proposed in said petition which has been acted upon unfavorably by the town meeting, and any alternative measure which may have been adopted by the town meeting, provided, however, that the fourteen days aforesaid shall not include any Sunday or legal

holiday, or any day between the first Wednesday in July and the first Wednesday in September immediately following, during which latter interval no such special meeting shall be held. Both of said measures shall appear upon the ballot to be voted upon by the voters at large, and shall be stated in the same language and form used in the motions acted upon by the town meeting, as appearing in the records of said meeting. The check list shall be used in the same manner as in the election of town officers.

If a majority of the registered voters of the town voting, thereon, and at least twenty percent of all the registered voters, shall vote in the affirmative on either such first substantive motion or upon such alternative motion, the measure voted upon in the affirmative by the number of voters thus required and the measure receiving the larger number of votes if conflicting measures are approved shall take effect immediately or at such later time as may be specified in such measure, or if it be a by-law subject to the approval of the Attorney-General it shall take effect subject to section thirty-two of chapter forty of the General Laws; provided, however, that any measure the passage of which shall by law require a two-thirds affirmative vote of the town meeting members voting thereon in a town meeting shall, if proposed by an initiative petition hereunder, or if it be an alternate measure adopted by the town meeting, shall require the affirmative vote of two-thirds of the registered voters voting thereon at a special meeting called by the Board of Selectmen under this section. Any measure proposed by initiative petition, or adopted by affirmative vote of the town meeting, and approved by the registered voters of the town under this section shall thereafter be subject to amendment, revision or repeal by the town meeting, subject to the right of referendum by petition as provided in Section thirteen.”;

or take any other action relative thereto.

*(Board of Selectmen as recommended by
Governmental Review Committee)*

Recommendation deferred.

ARTICLE 21. To see if the Town will vote to amend its Special Home Rule Charter Act (Chapter 403, Acts of 1971, as amended) as authorized by Chapter 43B of the General Laws, as amended, by striking out Section 13 in its entirety and inserting in place the following new Section:

“Section 13. Referenda on Representative Town Meeting Action. No final vote of a town meeting passing a measure under any article in the warrant, except a vote to adjourn or dissolve, or a vote appropriating money for the payment of notes or bonds of the town and interest thereon becoming due within the current fiscal year, or a vote for the temporary borrowing of money in anticipation of revenue, or a vote declared by preamble by a two-thirds vote of the town meeting members present and voting thereon to be an emergency measure necessary for the immediate preservation of the peace, health, safety, or convenience of the town, shall be operative until after the expiration of ten days, exclusive of Sundays and legal holidays, from the dissolution of the town meeting.

If within said ten days a referendum petition, signed by not less than fifteen percent of the registered voters of the town, containing their names and addresses as the same appear on the list of registered voters, is filed with the board of selectmen requesting that the

measure passed by any such vote which has not become operative as aforesaid be submitted to the voters of the town at large, then the operation of such vote shall be further suspended pending its determination as hereinafter provided, and the board of selectmen, within ten days after the filing of the referendum petition, shall call a special meeting which shall be held within fourteen days after the issuing of the call for the purpose of presenting to the voters at large the measure so involved; provided, however, that the fourteen days aforesaid shall not include any Sunday or legal holiday, or any day between the first Wednesday in July and the first Wednesday of September immediately following, during which latter interval no such special meeting shall be held.

All votes upon any measure so submitted shall be taken by ballot; and the measure so submitted shall be stated upon the ballot in the same language and form in which the motion was adopted by the Town Meeting, as appears from the records of said town meeting. The check list shall be used in the same manner as in the election of town officers. If a majority of the registered voters of the town voting thereon, and at least twenty percent of all the registered voters, shall vote in the negative, the action of the town meeting in passing the measure which is the subject of the referendum petition shall be null and void; otherwise, such measure, as voted by the town meeting, shall take effect immediately upon the declaration by the selectmen of the vote upon the referendum, or at such later date as may be specified by said vote of the town meeting.

If such referendum petition is not filed within said period of ten days, the vote of the town meeting passing the measure which is the subject of the said petition shall become operative upon the expiration of said period, or at such later date as the vote passing said measure may specify.”;

or take any other action relative thereto.

*(Board of Selectmen as recommended
by Governmental Review Committee)*

Recommendation deferred.

ARTICLE 22. To see if the Town will vote to amend its Special Home Rule Charter Act (Chapter 403 of the Acts of 1971, as amended) as authorized by Chapter 43B of the General Laws, as amended, by deleting from Section 19 of said Act, which enumerates “Other Elected Officers” of the Town, the following provisions:

“Three members of the board of health for a term of three years”; and by inserting immediately after the words “A town counsel” in Section 20 of said Act, which enumerates “Appointed Officials” of the Town, the following provision:

“Three members of the board of health for a term of three years; provided, however, that of the said members first appointed by the selectmen, one shall be appointed for a term of one year, one for a term of two years and one for a term of three years, and that their successors shall be appointed for a term of three years as herein specified”; or take any other action relative thereto.

*(Board of Selectmen as recommended by
Governmental Review Committee)*

Recommended: That this article be adopted.

ARTICLE 23. To see if the Town will vote to amend Article VI of its General By-Laws applicable to the Glover Memorial Hospital by striking out Section 6 thereof in its entirety and by inserting in place thereof the following:

“Section 6. The Board of Trustees shall be organized in such committees, with such members, powers and duties, as may be determined by rules and regulations adopted by said Board as amended by it from time to time.”;

or take any other action relative thereto.

*(Board of Selectmen as recommended
by Governmental Review Committee)*

No recommendation.

ARTICLE 24. To see if the Town will appropriate a sum of money to purchase electronic voting machines for the use of the Town; determine how said sum is to be raised and how expended;
or take any other action relative thereto.

(Board of Selectmen)

Recommendation deferred.

ARTICLE 25. To see if the Town will vote to authorize the Board of Selectmen to accept and enter into contract for the expenditure of any funds allotted or to be allotted by the Commonwealth and-or County for the construction, reconstruction and improvement of Town roads; or take any other action relative thereto.

(Board of Selectmen)

Recommended: That this article be adopted.

ARTICLE 26. To see if the Town will vote to accept the following streets or portions thereof, constructed by developers under the requirements of the Subdivision Control Law and as laid out by the Board of Selectmen according to plans on file with the Town Clerk:

Hancock Road	— Meetinghouse Circle to 230 Feet Easterly
Mallard Road	— Meetinghouse Circle to End of 1966 Acceptance
Meetinghouse Circle	— Central Avenue to Hancock Road
Paine Road	— Hancock Road to End of 1970 Acceptance
Stewart Road	— Great Plain Avenue to Alden Road

including the taking or acceptance of easements as shown on said plans; or take any other action relative thereto.

(Board of Selectmen)

No recommendation.

ARTICLE 27. To see if the Town will vote to raise and appropriate the sum of \$5,000. for expenses (Town Salaries and Wages being included in the budget) for highway reconstruction, alteration of, specific repairs upon, and the construction of all or portions of various Town Ways including sidewalks and curbing thereon, as recommended by the Public Works Department; determine how such sum shall be raised, whether from the current tax levy, by transfer from available funds, by borrowing or otherwise, and how expended; or take any other action relative thereto.

(Board of Selectmen)

Recommended: That the sum of \$5,000 be appropriated.

ARTICLE 28. To see if the Town will vote to raise and appropriate a sum of money for expenses (Town salaries and wages being included in the budget) for sewer main construction in certain streets and ways as petitioned for by abutters under the provisions of law authorizing the assessment of betterments, where applicable, and for various intercepting sewers in public ways and private lands; determine how said sum shall be raised, whether by a transfer from the Sewer Assessment Reserve Account or from other available funds, from the current tax levy or by borrowing or by two or more of said means; and how expended; or take any other action relative thereto.

(Board of Selectmen)

Recommended: That this article be adopted with a dollar amount to be established at Town Meeting, said amount to be raised by Transfer from the Sewer Assessment Reserve Account.

ARTICLE 29. To see if the Town will vote to raise and appropriate the sum of \$17,300. for expenses (Town salaries and Wages being included in the budget) for construction of storm water drains in private ways proposed for acceptance by the Town, and for extending the storm water drainage system through easement on private property, or in public ways as proposed by the Public Works Department; determine how such sum shall be raised, whether from the current tax levy, by transfer from available funds, by borrowing or otherwise, and how expended; or take any other action relative thereto.

(Board of Selectmen)

Recommended: That the sum of \$17,300 be appropriated.

ARTICLE 30. To see if the Town will vote to raise and appropriate the sum of \$11,000. for the replacement of pumping equipment at the West Street Sewer Pumping Station; determine how such sum shall be raised, whether from the current tax levy, by transfer from available funds, by borrowing or otherwise and how expended; or take any other action relative thereto.

(Board of Selectmen)

Recommended: That the sum of \$11,000 be appropriated.

ARTICLE 31. To see if the Town will vote to authorize the Board of Selectmen, in its discretion, to expend the sum of \$7,500. for the purpose of installing a

Parking Control System in the Chestnut Street Parking Lot; to see if available funds in the existing Off-Street Parking Meter Account are to be used for this purpose, or to take any other action relative thereto.

(Board of Selectmen)

Recommendation deferred.

ARTICLE 32 To see if the Town will vote to authorize the Board of Selectmen, in its discretion, to expend the sum of \$7,500. for the purpose of installing a Parking Control System in the Eaton Square Parking Lot; to see if available funds in the existing Off-Street Parking Meter Account are to be used for this purpose, or to take any other action relative thereto.

(Board of Selectmen)

Recommendation deferred.

ARTICLE 33 To see if the Town will vote to authorize the Board of Selectmen, in its discretion, to expend the sum of \$7,500. for the purpose of installing a Parking Control System in the Dedham Avenue Parking Lot; to see if available funds in the existing Off-Street Parking Meter Account are to be used for this purpose, or to take any other action relative thereto.

(Board of Selectmen)

Recommendation deferred.

ARTICLE 34. To see if the Town will vote to authorize the Board of Selectmen, in its discretion to expend the sum of \$12,000. for the purpose of entering into an agreement on behalf of the Town for the acquisition, installation and maintenance of parking meters to replace the existing meters now located in the Chapel Street, Chestnut Street and Lincoln Street Parking Lots; to see if available funds in the Off-Street Parking Meter Fund account are to be used for this purpose; to authorize the Board of Selectmen to establish fees or continue the existing fees for the use of such meters pursuant to the authority of General Laws Chapter 40, Sections 22B and 22C; or take any other action relative thereto.

(Board of Selectmen)

Recommendation deferred.

ARTICLE 35. To see if the Town will vote to authorize the Board of Selectmen, in its discretion to expend the sum of \$17,000. for the purpose of improving the Lincoln Street Parking Lot; to see if available funds in the existing Off-Street Parking Meter Account are to be used for this purpose; or take any other action relative thereto.

(Board of Selectmen)

Recommendation deferred.

ARTICLE 36. To see if the Town will vote to authorize the Board of Selectmen to permanently construct, reconstruct, resurface, alter or make specific

repairs upon all or portions of various Town Ways, authorize the expenditure of funds provided, or to be provided by the Commonwealth of Massachusetts, Department of Public Works, under the provisions of Chapter 825 of the Acts of 1974 as they become available for this purpose; or take any other action relative thereto.

(Board of Selectmen)

Recommended: That this article be adopted.

ARTICLE 37. To see if the Town will appropriate a sum of money for the replacement of Engine No. 3 of the Fire Department; determine how said sum shall be raised and how expended; or take any other action relative thereto.

(Board of Selectmen)

Recommendation deferred.

ARTICLE 38. To see if the Town will vote to amend its Zoning By-Law by striking out (1) in the definition of a "Family", Section 1.3.8., and inserting in place thereof the following:

"(1) one or more persons related by blood or marriage and including not more than eight additional persons of which not more than six may be foster children and not more than four may be persons other than foster children, or"

or take any other action relative thereto.

(Planning Board)

No recommendation.

ARTICLE 39. To see if the Town will vote to amend its Zoning By-Law by deleting the present Section 4.3.3. and substituting the following:

4.3.3. Minimum Side and Rear Line Setbacks

"No part of any principal permitted building or structure hereafter erected on a lot having a frontage of one hundred (100) feet or more shall be constructed, altered or relocated within fifteen (15) feet of the side or rear lines of said lot; no part of any principal permitted building or structure hereafter erected on a lot having a frontage of less than one hundred (100) feet shall be constructed, altered or relocated within ten (10) feet of the side or rear lines of said lot.

No accessory building or structure, excepting fences, shall be constructed, altered or relocated so that any part thereof shall be less than ten (10) feet from any other building or structure or less than five (5) feet from the side or rear lines of the lot on which such building or structure is located."

or take any other action relative thereto.

(Planning Board)

No recommendation.

ARTICLE 40. To see if the Town will vote to amend¹ its Zoning By-Law by deleting the present Section 5.5 and substituting the following:

5.5. Trailers

"No automotive type of trailer, whether mobile or immobile, hereafter put in place upon any land within the Town, shall be occupied for living purposes or business purposes for a period exceeding thirty (30) days in the aggregate in any one (1) year; provided, however, that the Board of Appeals may grant a special permit for such use on a temporary basis for a longer period. No such trailer or boat shall be placed closer than 5 feet to any lot line in any district."

or take any other action relative thereto.

(Planning Board)

No recommendation.

ARTICLE 41. To see if the Town will vote to amend Section 3.2 Schedule of Use Regulations of its Zoning By-Law as follows:

USE	SR	GR	A-1	A-2	I	B	M
Change: Single family detached dwelling	Y	Y	Y	Y	Y	Y	Y
To: Single family detached dwelling	Y	Y	Y	Y	Y	Y	<u>N</u>
Change: Two-family detached dwelling	N	Y	Y	Y	N	Y	Y
To: Two-family detached dwelling	N	Y	Y	Y	N	Y	<u>N</u>
Change: Conversion of a single family dwelling to a two-family dwelling	SP	SP	SP	SP	SP	SP	SP
To: Conversion of a single family dwelling to a two-family dwelling	SP	<u>Y</u>	<u>Y</u>	<u>Y</u>	SP	SP	<u>N</u>
Change: Cafe or lecture room associated with a private school	N	N	N	N	Y	Y	Y
To: Cafeteria or lecture room associated with a private school	N	N	N	N	<u>SP</u>	<u>SP</u>	<u>SP</u>

¹The only use changes are designated by double-underlining.

Change:

Research laboratory or
statistical office
associated with a private
school, including printing,
binding and electrotyping
as incidental uses

N N N N Y Y Y

To:

Research laboratory or
statistical office
associated with a private
school, including printing,
binding and electrotyping
as incidental uses

N N N N SP SP SP

or take any other action relative thereto.

(Planning Board)

No recommendation.

ARTICLE 42. To see if the Town will vote to amend the Town's Zoning Map by changing from general residence district to business district all that land now located in a general residence district which lies west of Pickering Street and on both sides of Pickering Place to the easterly limit of Highland Place;

or take any other action relative thereto.

(Planning Board)

No recommendation.

ARTICLE 43. To see if the Town will vote to insure future compliance with the National Flood Insurance Program as follows:

WHEREAS, certain areas of Needham are subject to periodic flooding from the Charles River, from Fuller Brook, and from Rosemary Brook, causing serious damage to properties.

WHEREAS, relief is available in the form of Federally-subsidized flood insurance as authorized by the National Flood Insurance Act of 1968; and

WHEREAS, it is the intent of this Town Meeting to require the recognition and evaluation of flood hazards in all official actions relating to land use in the flood plain areas having special flood hazards; and

WHEREAS, this body has the legal authority to adopt land use and control measures to reduce future flood losses pursuant to the Constitution and General Laws of the Commonwealth of Massachusetts.

NOW, THEREFORE, BE IT RESOLVED that this Town Meeting hereby:

1. Assures the Federal Insurance Administration that it will enact, as necessary, and maintain in force for those areas having flood hazards, adequate land use and control measures with effective enforcement provisions consistent with the

criteria set forth in Section 1910 of the National Flood Insurance Program Regulations;

2. Vests the Planning Board with the responsibility, authority, and means to:

(a) Delineate or assist the Administrator, at his request, in delineating the limits of the areas having special flood hazards on available local maps of sufficient scale to identify the location of building sites for further action by the Town Meeting,

(b) Provide such information as the Administrator may request concerning present uses and occupancy of the flood plain area,

(c) Cooperate with Federal, State and local agencies and private firms which undertake to study, survey, map, and identify flood plain areas, and cooperate with neighboring communities with respect to management of adjoining flood plain areas in order to prevent aggravation of existing hazards,

(d) Submit on the anniversary date of the community's initial eligibility an annual report to the Administrator on the progress made during the past year within the community in the development and implementation of flood plain management measures; and

3. Directs the Building Inspector, in accordance with the State Building Code, to maintain for public inspection and furnish upon request a record of elevations (based on mean sea level datum) of the lowest floor (including basement) of all new or substantially improved structures located in the special flood hazard areas including, if the lowest floor is below grade on one or more sides, the elevation of the floor immediately above;

4. Agrees to take such official action as may be reasonably necessary to carry out the objective of the program;

or take any other action relative thereto.

No recommendation.

ARTICLE 44. To see if the Town will vote to continue the Media Center Study Committee established by vote of the Town under Article 47 of the 1974 Annual Town Meeting; said Committee to report back to the 1976 Annual Town Meeting or sooner;

or take any action relative thereto.

(Media Center Study Committee)

Recommended: That this article be adopted.

ARTICLE 45. To see if the Town will vote to appropriate a sum of money for the use of the Media Center Study Committee continued under Article 44 here in the procurement of details working plans and specifications for additions, modifications or renovations to provide modern educational media centers and special purpose rooms at each of the High Rock, Eliot, Broadmeadow and Harris Elementary Schools consistent with the Long Range Elementary School Plan

previously prepared by the Future School Needs Committee and the Facilities Planning Advisory Committee working cooperatively with the School Committee; said Study Committee to be instructed that proposals to be made to the next Annual Town Meeting or sooner be accompanied by firm bids in hand subject to Town Meeting approval and acceptable subsequent to such Town Meeting approval; determine how said sum shall be raised and expended;

or take any other action relative thereto.

(Media Center Study Committee)

Recommendation deferred pending final recommendation of the Media Center Study Committee.

ARTICLE 46. To see if the Town will accept the provisions of Chapter 670 of the Acts of 1974 which Act defines and clarifies certain rights and responsibilities of public secondary school students by adding to Massachusetts General Laws Chapter 71, new Sections 82, 83, 84 and 85; or take any other action relative thereto.

*(School Committee to accommodate the
Student Advisory Committee)*

No recommendation.

ARTICLE 47. To see if the Town will vote to authorize the creation of a special unpaid committee to be known as The Regional Vocational School District Planning Committee consisting of three members, including one member of the School Committee, to be appointed by the Moderator; said Committee may join with the Towns of Dedham, Natick and Wellesley in studying the feasibility of forming a regional vocational school district planning board or boards under the provisions of Mass. G.L. Chap. 71, Secs. 14 and 14A, and Chap. 74, Sec. 4; the within Committee shall supercede and act in place of the committee established by vote under Article 49 of the 1974 Annual Town Meeting; any of the unexpended funds appropriated for the use of the committee established by vote under said Article 49 shall be transferred to and for the use of the committee created by vote of the Town hereunder;

or take any other action relative thereto.

(School Committee)

Recommendation deferred.

ARTICLE 48. To see if the Town will vote to continue the Future School Needs Committee, its members to be appointed by the Town bodies, as originally established by vote under Article 77 of the 1951 Annual Town Meeting and last continued by vote under Article 55 of the 1974 Annual Town Meeting; direct and authorize said committee to continue its work of making a study of the future school needs of the Town and the obtaining of options in the name of the Town on desirable sites for school building purposes as heretofore authorized and to report with its recommendations to the 1976 Annual Town Meeting or sooner; or take any other action relative thereto.

(Future School Needs Committee)

Recommended: That this article be adopted.

ARTICLE 49. To see if the Town will vote to continue the solid waste disposal committee, established by vote of the 1966 Annual Town Meeting under Article 73 and last continued by vote under Article 56 of the 1974 Annual Town Meeting; direct and authorize said committee to continue to investigate all methods of collection and disposal of solid waste; that a sum of money be appropriated for the use of said committee in furtherance of its study; said committee to report to the capital budget sub-committee and to the 1976 Annual Town Meeting or sooner; or take any other action relative thereto.

or take any other action relative thereto.

(Solid Waste Disposal Committee)

Recommended: That this article be adopted.

ARTICLE 50. To see if the Town will authorize the acquisition by purchase or by taking by eminent domain for conservation purposes a twelve (12) acre parcel of land for the sum of \$4,000 located adjacent to land heretofore acquired by the Town from the late J. Gardner Bradley being bounded and described as follows:

Beginning at northwest corner of land now or formerly of Reuben Ware; thence running southeasterly on land of said Ware to a heap of stones, between an elm tree and a white pine tree and to land now or formerly of Warren Dewing; thence south on land now or formerly of said Dewing to end of old wall and to land now or formerly of heirs of Jonathan Gay; thence South on land now or formerly of said Gay's heirs to stake and stones and to land now or formerly of Reuben Ware; thence south on land now or formerly of said Ware to stake and stones to land now or formerly of said Gay's heirs; thence southwesterly on land now or formerly of said Gay's heirs to stake and stones and to land now or formerly of said Ware; thence southwesterly on land now or formerly of said Ware heirs to stake and stones to corner of Tucker Place so-called now or formerly of Reuben Ware; thence northwesterly on land now or formerly of said Ware to place of beginning.

Said parcel of land is supposed to be owned by Henry J. Hueg, Virginia B. Hueg and Violet S. Hueg, heirs of the late Louis J. Hueg whose ownership is evidenced by deed dated July 9, 1912 and recorded with Norfolk Deeds in Book 1229, page 542;

said sum of \$4,000 is to be raised from funds heretofore appropriated by the Town for the use of the Conservation Commission for the within purposes;

or take any other action relative thereto.

(Conservation Commission)

Recommendation deferred.

ARTICLE 51. To see if the Town will vote to continue the Public Safety Committee established by vote of the Town under Article 14 of the 1974 Annual Town Meeting; said Committee to report to the next Annual Town Meeting or sooner;

or take any other action relative thereto.

(Public Safety Committee)

Recommended: That this article be adopted.

ARTICLE 52. To see if the Town will reactive the Needham Housing Committee as originally established by vote of the Town under Article 63 of the 1972 Annual Town Meeting by ratifying, confirming and approving the action initiated by the Board of Selectmen of February 11, 1975 in restoring the official status of said Committee; said Committee is hereby instructed to report to the next Annual Town Meeting or sooner;

or take any other action relative thereto.

(Board of Selectmen)

Recommended: That this article be adopted.

ARTICLE 53. To see if the Town will vote to appropriate a sum of money for payment of outstanding charges against Town-owned land as follows:

Formerly Bradley land and improvements -	
Charles River and Pine Streets	\$11,155.50
Formerly Walker Gordon land - off	
Fisher Street	61.80
Sundberg Realty Trust - Mackintosh Street	26.28
Demar Realty Trust - Off Daley Street	23.72;

or take any other action relative thereto.

(Town Treasurer)

Recommended: That the sum of \$11,267.30 be appropriated.

ARTICLE 54. To see if the Town will vote to transfer a sum of money from the Free Cash Certified Account to meet, in part, appropriations made at this Town Meeting, and to authorize the Town Assessors to use such sum as available funds to report appropriations in their computation of the tax rate for the current year;

or take any other action relative thereto.

(Finance Committee)

Recommended: That this article be adopted with a dollar amount to be established at Town Meeting.

ARTICLE 55. To see if the Town will vote to raise by taxation, transfer from available funds, by borrowing or otherwise, such sums as may be necessary for all or any of the purposes mentioned in the foregoing articles, especially to act upon all appropriations asked for, or proposed by the Selectmen, or any Town Officer or Committee; to appoint such committees as may be decided upon; and to take action upon matters which may properly come before the meeting.

(Board of Selectmen)

Recommended: That this article be adopted.

And you are hereby directed to serve this warrant by posting attested copies thereof in not less than twenty public places in said Town at least seven days before said meeting.

Hereof fail not and make due return of this warrant with your doings thereon unto our Town Clerk on or before said day and hour.

Given under our hands at Needham aforesaid this day of February 1975.

BENEDICT HOROWITZ
H. PHILLIP GARRITY, JR.
E. LORETTA REYNOLDS
HENRY D. HERSEY
RICHARD M. SALAMONE

A true copy
Attest:

Constable

REPORTS OF SPECIAL COMMITTEES

Report of the Public Safety Committee

By vote of the Town, under Article 14 of the Warrant for the 1974 Annual Town Meeting, this Committee was established to make a study and investigation relative to the long-range needs of the services for the protection of persons and property in the Town and of the feasibility of restructuring the departments providing those services.

The Committee was organized and began meeting in the Fall of 1974. Much time and effort has been spent in familiarizing the non-professional members of the Committee with the current scope of operations and staffing of the Town's principal public safety organizations — the Police and Fire Departments. The non-professional members of the Committee wish to publicly express their appreciation of the unfailing cooperation of Chiefs Hanson and Roman.

Additionally, data has been collected with reference to the work done in improving the delivery of public safety services in other communities.

At this time the Committee does not feel it can make any definitive proposals at the May Town Meeting. However, the Committee does feel that further study and investigation is warranted and therefore we are seeking continuance of the Committee under Article 51.

Respectively submitted,

William L. Mather, Chairman
William S. Marsh, Vice Chairman
Paul J. Chalue
Donald F. Everett
William Hanson
Louis Roman
Fred J. Saltzberg

Report of Glover Memorial Hospital Trustees

The October 4, 1974 Special Town Meeting directed the Glover Memorial Hospital Trustees to make a further report on the long-range plans of the Hospital by the 1975 Regular Town Meeting. This report will be available to Town Meeting Members at the May Town Meeting.

The report will inform the Town Meeting Members of the current plans and the expectations regarding the Determination of Need by the Commonwealth. It is not anticipated that specific recommendations will be made at the Regular Town Meeting.

Ronald L. Morrison, Chairman
Marjorie G. Clifford
Harold B. Sparr
John E. Newby
Benjamin Y. Piper
Robert P. McDonald,
David C. Sullivan
Edward L. Davis, Jr.
Stephen J. Kennedy

Report of the Planning Board

In accordance with Article 84 of the Annual Town Meeting of March 1963, the Planning Board is pleased to submit the following explanations of the various zoning amendments contained within this Warrant as submitted by the Planning Board. The Planning Board also submits its report concerning the articles passed by the 1974 Annual Town Meeting which were referred to the Planning Board for further study.

Article 45 of the 1974 Annual Town Meeting was referred back to the Planning Board of further study. An amended article relating to the same subject has been included for 1975 Town Meeting action. This article will permit such storage of trailers or boats in side yards and rear yards so long as there is a 5-foot clear open space from the vehicle to the lot line. We believe that such open space for public safety is a requirement that must be maintained.

The Planning Board has given the question of the Stephen Palmer razing considerable study and has inserted an article for Town Meeting action. As a result of discussions and meetings held with several Town committees and boards, the Planning Board has determined that in the Town's interest further study concerning the utilization of the Stephen Palmer building and land is advisable and an article to that end has been inserted in this Warrant.

The 1974 Annual Town Meeting adopted the Planning Board's recommendation to codify the Zoning By-Law in order that deficiencies can be examined and submitted to future Town Meetings. Two articles have been inserted in the Warrant for specific changes in the Zoning By-Law concerning principal structure location with reference to side yards and rear yards and accessory building or structure locations.

An article regarding defining the "Family" designation in the Zoning By-Law to include foster children has also been added, since this was the subject of discussion at the 1974 Annual Town Meeting.

During 1974-1975 the newly enacted Codified By-Law was reviewed in detail by the Planning Director and the Planning Board and changes to the "Schedule of Use" regulations have been proposed. Certain uses within the "Schedule of Use" regulations have been changed from their present status in one or more zoning districts to either permitted, not permitted, or special permit categories in these zoning districts.

Public hearings on all articles have been scheduled and will be published in the news media. The Planning Board suggests that all Town Meeting members attend as many public hearings as possible to become acquainted with additional information on these articles.

An article that will be submitted by the Planning Board is the request for Town Meeting to adopt compliance with the National Flood Insurance Program. The article's content is self-explanatory and an informational public hearing will be held to insure that all interested residents are familiar with the program.

Respectfully submitted,

Norman A. Homsy, Chairman
Alexander V. Zaleski, Vice Chairman
Ellen M. Canavan
George N. Giunta
Joseph P. Hannon

**Report of the Governmental Review Committee to
The Board of Selectmen of the Town of Needham**

The Governmental Review Committee respectfully reports to the Board of Selectmen on its activities since the 1974 Annual Town Meeting, and makes recommendations for the Board's consideration relative to certain areas of town government.

1. Licensing Board or Officer.

It was suggested that the issuance of various licenses and permits, and hearings on applications for the same, were functions which might be delegated by the Selectmen to a licensing board or officer. A study of this proposal indicated that dealing with licenses and permits was not an onerous chore and that the function would be better left in the hands of the Selectmen.

2. Informing the Voters as to Matters to be Acted Upon by Them at Town Elections.

The Committee feels that it is desirable that the voters at large be informed prior to election day of the matters upon which they are to vote, and that an appropriation for underwriting the cost of making information available to the voters is proper and desirable. Accordingly, the Committee recommends the adoption of Article 16 of the within Warrant.

3. Streamlining Administration of the Assessing Department.

The Committee has not concerned itself with assessing practices as such. These have been the subject of a recent Supreme Judicial Court decision and are beyond the purview of this Committee. We were interested in finding out whether various assessors' records could be consolidated, and perhaps computerized, thus improving the over-all administration of the office.

The Committee held an informative meeting with Assessors Carlin and Dodge. We concluded that in view of an impending state-wide re-assessment of real property, a change in administration practices in the Assessors' office was not timely. It was agreed by the Assessors that two of their five sets of records could probably be combined. It did appear that the Assessors, like almost every other town department, had too little space within which to work. We have written to your board suggesting the appointment of a committee to study the needs of all town departments for additional space, and we understand your Board is disposed to establish such a committee.

4. Proposal that the Trust Fund Commissioners be Appointed.

The Trust Fund Commissioners are presently elected. In order to determine whether their appointment instead of election would be advantageous to the town, the Committee conferred with Gerald R. Swartz, one of the Commissioners. Subsequently, the Committee voted to take no action on the proposal.

5. Should the Town Share a Veterans' Agent on a Regional Basis with Other Towns?

The General Laws permit this. However, after deliberation, the

Committee could see no advantage to be gained by such a change from our present system of administration by a town veterans' agent.

6. Article 54 of the Annual Town Meeting Warrant in 1974.

The town meeting voted to refer the contents of this article to this committee "with the hope that they report a proposed change to the Needham Town Charter and to the General Laws of Massachusetts, as necessary, to the 1975 Annual Town Meeting, or sooner."

Article 54 reads as follows: "To see if the Town Meeting will request our State Senator and State Representative to the General Court to file the appropriate legislation to allow the Needham Town Meeting to over-rule the budgetary decisions of the School Committee by a two-thirds vote."

This committee deems it unlikely that the General Court would give serious consideration to a bill granting to the Needham Town Meeting a veto power over school budget requests. Any such veto power should, if enacted into law, apply alike to every city and town in the Commonwealth. In short, this is a state and not a purely local problem. This committee cannot support Article 54 in its present form. However, so that the proponents of Article 54 will not lose their right to argue their case, we recommend the inclusion of Article 18 of the within Warrant but oppose its adoption.

7. Memorial Park Trustees.

Various suggestions have been made to the Committee relating to the Trustees and their functions. The Committee has considered all of these and has concluded that this is an area with which it would not take action at this time.

8. Initiative and Referendum Procedures.

The procedures as set forth in the town charter are at best vague and confusing. The Committee recommends the inclusion in the 1975 Annual Town Meeting warrant of two articles presenting clarifying amendments of the Town Charter which we believe will make more workable both the initiative and referendum procedures. The Proposed amendments to the Town Charter are contained in Articles 20 and 21 of the within Warrant.

9. Public Health Services

The Committee has devoted a substantial amount of time in the consideration of suggestions for the improvement of public health services, including proposals for the merging of functions, particularly involving Glover Memorial Hospital and the Board of Public Health, thereby eliminating duplication and overlapping of services.

Many proposals have been made, some more drastic than others. The Committee has considered all of these proposals and has consulted with the members of the Board of Health and with the Trustees of Glover Memorial Hospital. The Board of Health understandably does not wish its area of responsibility decreased or its existence threatened. The Glover Trustees are reluctant to take on additional duties or responsibilities. This Committee is not disposed to recom-

mend as a solution measures which would decrease the effectiveness of either or both of these two extremely fine boards. A start can be made, however, in working toward the main objective.

Articles 22 and 23 of the within Warrant are recommended for adoption as a means of contributing to the achievement of this end.

In support of our recommendation, may we say this. The Trustees of Glover Memorial Hospital should not be required to establish and maintain specific committees which may well not relate to the administration of the hospital. The Trustees have their own set of by-laws which appear to fulfill all present requirements.

The appointment of the members of the Board of Health by the Selectmen instead of their election will make both bodies the appointees of the Selectmen and will, in the Committee's view, bring both the Glover Trustees and the Board of Health closer together in their thinking and tend to eliminate the duplication and overlapping which have concerned us. The appointment of the members of the Board of Health will, we believe, tend to continue the high caliber of the men and women who serve and have served on this Board in the past.

Respectfully submitted
Henry W. Hardy, Chairman
James Hugh Powers
H. Phillip Garrity, Jr.
E. Loretta Reynolds
Sally Levitan
John J. Ryan
John J. Gill
Dr. Bryan Carlson
Donald E. Kidd

Report of the Public Works Department

The following report is submitted in compliance with a resolution adopted at the 1956 Annual Town Meeting.

RE: Article 25, Continuing changes in what was formerly known as the Chapter 90 Program require an affirmative vote on this Article to insure the receipt of funds from the County and the Commonwealth. The Article merely authorizes the Board of Selectmen to accept the funds and contract with the State and or County for construction and maintenance projects on eligible Town roads.

RE: Article 27. \$5000. to be raised for continuance of curbing and sidewalk alteration in Business areas. The plan for fiscal 1976 calls for the funds to be expended on Highland Avenue in Needham Heights for renewal of sidewalks adjacent to The Carter Co. and The Methodist Church. If funds permit, curbing and sidewalk construction will commence on the westerly side of Pickering Street. Highway Division personnel will perform this construction.

RE: Article 28. \$83,680. to be appropriated from the Sewer Reserve Account for Sewer Construction in the following locations petitioned for by abutters or recommended by the Public Works Department and approved by the Board of Selectmen.

Proposed Sewer Construction by Town Forces

Location	From	To	Length	Size	Petitioned
Robinwood Ave.	House 36	End	1735'	8"	4-23-74
Fletcher Rd.	Fletcher Rd.	South Street	1700'	8"	8-15-74
River Pk. St.	House 72	End	763'	8"	9-5-74
Rolling Lane	Forest St.	Brookside Road	1070'	8"	10-7-74
Forest St.	Easement	Toward Rolling Lane	1365'	8"	10-11-74

The estimated expense cost for this work is \$83,680 and is partially recoverable through the assessment of betterments. The funds for Town labor expended on this project are included in the Sewer Division Budget.

RE: Article 29. \$17,300. to be raised for Storm Drain Construction expenses in the following locations as approved by the Board of Selectmen:

Proposed Drain Construction by Town Forces

Location	From	To	Length	Size
Hazel Lane	Easement	House 46	390'	18"
Woodbine Circle	House 40	House 50	720'	18"
Easement	Woodbine Circle	Greendale Avenue	400'	18"
Greendale Avenue	Easement	Bennington Street	390'	18"
Greendale Avenue	Tower Avenue	Cimino Road	350'	12"

The funds for Town labor on the above listed projects are included in the Sewer Division Budget.

RE: Article 30. \$11,000. to be raised to purchase and install the third Replacement pump at the West Street Sewer Pumping Station. This 50 horsepower pump will replace a 15 horsepower pump which has not had the capability of coping with flow capacities entering the station. Three pumps are operated in cycles to accommodate normal and peak flows.

RE: Article 31. \$7500. to be transferred from the Parking Meter Account to install a Parking Control System in the Chestnut St. Parking Lot. This system consists of a single time dispensing machine that would be located in a suitable area of the Chestnut Street Lot and would take the place of the 60 Parking Meters now in existence. The proposed machine is capable of dispensing varying amounts of time from one-half hour to twelve hours at a monetary amount established by the Selectmen. The machine dispenses a ticket with the date and expiration time printed plainly on it. The patron places the ticket on the dashboard of the vehicle where it can be observed by the enforcing authority.

RE: Article 34. \$12,000. to be raised for the replacement of about 200 Parking Meters in the Off-Street Lots. If the previous Article prevails, the 60 Meters removed from the Chestnut St. Lot could be dismantled and used for spare parts to prolong the life of the remaining Off-Street Meters. The 200 Meters in the Off-Street Lots were installed in 1965 and many of them are in poor condition. The \$12,000. would provide for replacement meters of a type similar to those now in use.

RE: Article 35. \$17,000. to be raised to improve the Lincoln Street Parking Lot. The type of upgrading would be similar to that performed last year in the Chestnut Street Lot. The money would be used to purchase the necessary

materials and services to complete the project. Town labor costs are provided for in the Highway Division Salary Budget.

RE: Article 36. Chapter 825 of the Acts of 1974 provides for a highway bond issue that will in part make \$59,400. available to Needham for specific highway maintenance and repair projects. The adoption of this Article will enable the Selectmen to submit project requests to the State and subsequently expend the funds in the manner provided for in the statute.

TOWN OF NEEDHAM



TOWN CLERK'S RECORDS

OF THE

ANNUAL TOWN ELECTION

April 14, 1975

ANNUAL TOWN MEETING

May 5, 1975

RECORD OF ANNUAL TOWN ELECTION

April 14, 1975

Pursuant to the Warrant issued by the Selectmen on February 28, 1975 the Inhabitants of the Town of Needham, qualified to vote in elections, met at the polling places designated for the several precincts in said Needham on Monday, April 14, 1975 at forty-five minutes after six o'clock in the forenoon.

The meeting was called to order and the Warrant of Officer's Return were read by the Wardens of the Precincts, the reading of the articles in the warrant being waived upon motion.

The ballot clerks were sworn to the faithful performance of their duties by their respective wardens.

The polling places had been designated as follows:

- Precinct A — William Carter School
- Precinct B — Hillside School
- Precinct C — Derwood Newman Junior High School
- Precinct D — High Rock School
- Precinct E — William Pollard Junior High School
- Precinct F — Highland Avenue Junior High School
- Precinct G — Harris School
- Precinct H — Broad Meadow School
- Precinct I — William Mitchell School - Kindergarten
- Precinct J — William Mitchell School - Gymnasium

The Polls were opened at forty-five minutes after six o'clock in the forenoon and were kept open until eight o'clock in the afternoon.

Cards of instruction and specimen ballots were posted as required by Section 48, Chapter 54, of the General Laws.

ARTICLE . 1. To choose by ballot the following Town Officers:

- One Moderator for one year;
- Two Selectmen for three years;
- One Assessor for three years;
- Two Members of School Committee for three years;
- One Trustee of Memorial Park for three years;
- Three Trustees of Needham Public Library for three years;
- One Member of Board of Health for three years;
- One Member of the Planning Board for five years;
- One Member of the Planning Board for three years;
- One Member of the Planning Board for two years;
- One Member of the Needham Housing Authority for five years;
- One Commissioner of Trust Funds for three years;
- One Commissioner of Trust Funds for one year;
- One Member of the Park and Recreation Commission for three years;
- Two Constables for three years;
- Five Town Meeting Members from Precinct A for three years;
- Ten Town Meeting Members from Precinct B for three years;
- One Town Meeting Member from Precinct B for two years;

Two Town Meeting Members from Precinct C for three years;
 Two Town Meeting Members from Precinct C for two years;
 One Town Meeting Member from Precinct C for one year;
 Seven Town Meeting Members from Precinct D for three years;
 Ten Town Meeting Members from Precinct E for three years;
 One Town Meeting Member from Precinct E for two years;
 Three Town Meeting Members from Precinct E for one year;
 Nine Town Meeting Members from Precinct F for three years;
 One Town Meeting Member from Precinct F for two years;
 One Town Meeting Member from Precinct F for one year;
 Ten Town Meeting Members from Precinct G for three years;
 Nine Town Meeting Members from Precinct H for three years;
 Seven Town Meeting Members from Precinct I for three years;
 One Town Meeting Member from Precinct I for two years;
 Six Town Meeting Members from Precinct J for three years.

ARTICLE 2. To submit the following question upon the official ballot to the voters of the Town:

"Shall an act passed by the General Court in the year nineteen hundred and seventy-five, entitled 'An act relative to the numbers and status of town meeting members at large in the representative town meeting of the town of Needham' be accepted?"

This Act amends our Special Home Rule Charter Act (Chap. 401 of the Acts of 1971) as proposed by the 1974 Annual Town Meeting under Article 12 the primary purpose of which is to eliminate three appointed town officials who are not legally eligible to be designated town meeting members at large.

ARTICLE 3. To submit the following question upon the official ballot to the voters of the Town:

"Shall licenses be granted in this town for the operation, holding or conducting a game commonly called beano?"

Summary of Chapter 486 of the Acts of 1971

Fraternal, church, veterans, volunteer non-profit fire protection company and non-profit ambulance service organization which were in existence at least five years prior to June 1, 1968 may be licensed by the Commissioner of Public Safety to operate or conduct the game of beano or similar game under another name in connection with which prizes are offered to be won by chance during the hours 7:00 p.m. and 12:00 midnight on any day of the week except Sunday; provided the foregoing question at this Town election is answered yes by a majority of the voters participating therein; each licensee pays annually a \$50.00 fee and a tax of ten per cent of all gross receipts and the State Treasurer annually distributes to the Town an amount equal to one-half of the license fees and one-half the taxes received from all operations within the Town by reason of licensed operations conducted during the preceding calendar year.

TOWN CLERK'S RECORDS

5

The ballot box returns in the Precincts were as follows:

Precincts	A	B	C	D	E	F	G	H	I	J
7:00 A.M.	2	2	4	0	4	0	0	2	2	2
8:00 A.M.	9	14	27	20	34	17	9	16	13	13
9:00 A.M.	27	41	65	54	59	37	31	53	41	42
10:00 A.M.	32	59	105	75	96	56	53	73	58	65
11:00 A.M.	55	92	133	121	140	88	79	102	97	101
12:00 Noon	73	113	169	160	163	116	99	132	129	119
1:00 P.M.	90	142	189	189	199	145	120	155	138	143
2:00 P.M.	118	167	220	231	237	168	139	185	173	172
3:00 P.M.	144	202	263	287	265	180	160	225	199	198
4:00 P.M.	177	245	308	319	321	215	194	257	233	225
5:00 P.M.	224	292	361	383	376	247	236	334	276	284
6:00 P.M.	285	355	440	471	445	304	280	402	344	370
7:00 P.M.	367	441	546	539	541	395	347	464	403	419
8:00 P.M.	476	509	664	649	666	458	427	573	462	515

(The absentees are included in the total vote)

Total vote cast 5399 — 30 percent

The Town Clerk and the Board of Registrars upon receipt of the returns from the several precincts forthwith canvassed the same and announced the results at 9:35 p.m., Monday, April 14, 1975.

TOWN CLERK'S RECORDS

	PRECINCTS										Total
	A	B	C	D	E	F	G	H	I	J	
Total Number of Votes Cast.....	476	509	664	649	666	458	427	573	462	515	5,399
MODERATOR (For One Year) (Vote for not more than One)											
Richard P. Melick.....	308	368	492	473	470	336	317	454	330	402	3,950
Absentee.....	-	3	4	5	3	11	3	3	5	3	40
Blanks.....	168	138	163	171	193	111	107	116	127	110	1,409
SELECTMEN (For Three Years) (Vote for not more than Two)											
Henry D. Hersey.....	183	258	371	358	394	256	261	311	297	308	2,997
Absentee.....	0	2	4	4	2	11	1	1	5	2	32
Benedict Horowitz.....	299	322	364	337	360	221	221	322	236	314	3,011
Absentee.....	0	1	5	5	0	12	1	3	3	4	34
Paul J. Chalue.....	108	95	137	127	118	78	73	109	85	87	1,017
Absentee.....	0	1	1	0	0	1	2	0	0	0	5
Victor E. Gatto.....	121	125	191	217	206	145	127	166	128	146	1,572
Absentee.....	0	2	0	2	3	1	0	1	2	3	14
Mary J. P. O'Brien.....	48	47	81	74	53	43	44	70	44	47	551
Absentee.....	0	0	1	1	1	1	1	1	1	0	7
Blanks.....	193	165	173	173	195	132	123	162	123	119	1,558
ASSESSOR (For Three Years) (Vote for not more than One)											
James A. Newslow.....	321	354	470	435	455	318	304	412	313	376	3,758
Absentee.....	0	2	4	6	1	10	3	2	6	3	37
Other.....	0	0	0	0	0	0	0	0	1	0	1
Blanks.....	155	153	190	208	210	130	120	159	142	136	1,603
SCHOOL COMMITTEE (For Three Years) (Vote for not more than Two)											
Roy A. Kelley.....	196	252	328	345	352	214	255	349	276	301	2,868
Absentee.....	0	2	1	4	1	10	1	1	6	3	29
Vincent C. Nuccio.....	245	275	322	325	329	204	217	295	231	305	2,748
Absentee.....	0	3	5	4	1	6	3	2	2	4	30
Daniel P. Matthews.....	224	187	295	250	265	226	193	232	196	187	2,255
Absentee.....	0	1	3	2	2	4	0	2	1	0	15
T. P. Whittemore III.....	86	102	113	136	134	84	65	94	84	95	993
Absentee.....	0	0	1	2	2	2	2	1	0	1	11
Other.....	1	2	21	4	3	8	1	3	1	9	53
Blanks.....	200	194	239	226	243	158	117	167	127	125	1,796

TOWN CLERK'S RECORDS

	A	B	C	D	E	F	G	H	I	J	Total
TRUSTEES OF MEMORIAL PARK (For Three Years)											
Frederick R. Muir	297	332	460	405	457	337	304	349	324	347	3,612
Absentee	0	3	5	5	3	12	2	3	4	4	41
Raymond J. Luning	69	77	94	114	103	53	53	139	63	84	849
Absentee	0	0	0	1	0	0	1	0	0	0	2
Blanks	110	97	105	124	103	56	67	82	71	80	895
TRUSTEES OF PUBLIC LIBRARY (For Three Years)											
Harriett S. Brush	288	324	450	390	392	271	293	361	284	342	3,395
Absentee	0	2	5	5	2	8	2	0	4	4	32
Robert D. Hall, Jr.	275	308	407	359	398	276	304	370	300	342	3,339
Absentee	0	1	5	5	1	11	2	1	4	4	34
Phyllis K. Gresham	200	240	343	337	309	194	224	281	205	255	2,588
Absentee	0	2	2	4	2	4	2	2	3	2	23
Thomas M. Harkins	159	205	247	259	345	260	167	215	218	224	2,299
Absentee	0	1	3	0	2	6	2	1	3	1	19
Blanks	506	444	530	588	547	344	285	488	365	371	4,468
BOARD OF HEALTH (For Three Years) (Vote for One)											
Kenneth Christophe	342	390	515	482	512	355	331	448	359	417	4,151
Absentee	0	2	4	5	1	12	3	2	6	4	39
Others	0	0	0	0	0	0	1	0	0	0	1
Blanks	134	117	145	162	153	91	92	123	97	94	1,208
PLANNING BOARD (For Five Years) (Vote for One)											
Stanley R. Tippet	317	355	474	434	476	327	315	421	330	398	3,847
Absentee	0	2	4	4	1	10	3	3	5	4	36
Blanks	159	152	186	211	189	121	109	149	127	113	1,516
PLANNING BOARD (For Three Years) (Vote for One)											
Ellen M. Canavan	309	343	452	410	448	313	298	377	307	362	3,619
Absentee	0	2	4	3	1	11	3	2	3	4	33
Blanks	167	164	208	236	217	134	126	194	152	149	1,747

TOWN OF NEEDHAM

PRECINCTS

	A	B	C	D	E	F	G	H	I	J	Total
PLANNING BOARD (For Two Years) (Vote for One)											
Robert H. Seaman.....	275	307	429	414	416	297	271	363	281	336	3,389
Absentee.....	0	3	4	4	1	9	3	2	4	4	34
Blanks.....	201	199	231	231	249	152	153	208	177	175	1,976
HOUSING AUTHORITY (For Five Years) (Vote for One)											
Aleda H. Bailey.....	235	292	426	425	386	283	247	326	261	293	3,174
Absentee.....	0	3	3	5	2	9	3	2	4	3	34
George S. Marks.....	118	115	117	125	149	91	103	130	105	138	1,191
Absentee.....	0	0	1	1	0	4	0	0	1	1	8
Others.....	0	0	0	2	0	0	0	0	0	0	2
Blanks.....	123	99	117	91	129	71	74	115	91	80	990
COMMISSIONERS OF TRUST FUNDS (For Three Years) (Vote for One)											
Gerald Swartz.....	297	333	428	399	416	293	276	368	288	370	3,468
Absentee.....	0	2	4	4	1	9	3	1	4	5	33
Blanks.....	179	174	232	246	249	156	148	204	170	140	1,898
COMMISSIONER OF TRUST FUNDS (For One Year) (Vote for One)											
L. Clarke Hill.....	284	324	429	397	432	296	283	370	305	345	3,465
Absentee.....	0	2	4	5	1	10	3	2	4	5	36
Blanks.....	192	183	231	247	233	152	141	201	153	165	1,898
PARK AND RECREATION COMMISSION (For Three Years) (Vote for One)											
Alan Harrington.....	130	193	280	238	252	157	158	244	170	227	2,049
Absentee.....	0	2	3	5	1	9	1	2	2	4	29
Paul F. Brooks.....	48	50	52	40	95	32	39	113	48	40	557
Absentee.....	0	0	1	0	0	1	0	0	2	0	4
David F. Eldridge, Jr.....	217	199	239	303	236	215	189	158	182	187	2,115
Absentee.....	0	1	1	1	2	2	1	1	1	1	11
Blanks.....	81	74	88	62	80	42	39	55	57	56	634

TOWN CLERK'S RECORDS

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	A	B	C	D	E	F	G	H	I	J	Total
CONSTABLES (For Three Years) (Vote for Two)											
John F. Harkins.....	275	312	425	426	421	312	280	373	300	335	3,459
Absentee.....	0	2	2	5	1	14	2	2	5	5	38
Frank Reinhardt, Jr.....	234	278	381	355	384	257	277	331	255	303	3,055
Absentee.....	0	1	4	5	1	9	2	1	3	4	30
Alan E. Kelson.....	126	121	152	141	142	101	98	121	119	129	1,250
Absentee.....	0	1	2	1	1	0	2	1	0	0	8
Others.....	0	0	0	0	0	0	0	0	1	0	1
Blanks.....	317	303	362	365	382	223	193	317	241	254	2,957
QUESTION NO. 1 — Town Meeting Members at-Large											
Yes.....	260	307	411	387	427	286	266	345	256	315	3,260
No.....	83	81	76	101	92	67	73	87	82	78	820
Blanks.....	133	121	177	161	147	105	88	141	124	122	1,319
QUESTION NO. 2 — Beano											
Yes.....	293	275	255	256	235	195	137	207	148	219	2,220
No.....	150	208	375	354	395	248	270	339	289	275	2,903
Blanks.....	33	26	34	39	36	15	20	27	25	21	276

TOWN MEETING MEMBERS

PRECINCT A (For Three Years)		(Vote for not more than Five)
David C. Crocker.....	285	* Hertz N. Henkoff..... 182
Harry Fishman.....	237	James F. Linnane..... 244
Gerald E. Katz.....	237	* Doris C. Newman..... 221
William J. Tedoldi.....	251	
PRECINCT B (For Three Years)		(Vote for not more than Ten)
Walter H. Bassett, Jr.....	338	A. Fay Remnitz..... 270
Norman J. Cavanagh.....	296	Robert G. Amyouny..... 272
Charles D. Larson.....	286	Arthur F. Avakian..... 254
Lee J. Manning, Jr.....	266	Howard F. Gustavson..... 283
John W. McLeod.....	298	Robert W. Huff..... 297
PRECINCT B (For Two Years)		(Vote for One)
Owen G. Larkin.....	319	
PRECINCT C (For Three Years)		(Vote for not more than Two)
Harry Barker.....	280	* Sally A. Levitan..... 239
John H. Cogswell.....	273	* Robert C. Newton..... 233
PRECINCT C (For Two Years)		(Vote for not more than Two)
* Ellen M. Canavan.....	198	Robert E. Hawes..... 244
* Richard W. Davis.....	189	John L. Preston..... 239
* Stanton H. Davis.....	149	

* Not Elected

TOWN CLERK'S RECORDS

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TOWN MEETING MEMBERS

PRECINCT C (For One Year)		(Vote for not more than One)
* Daniel L. Lintz.....	176	
* Mary J. P. O'Brien.....	152	
		Karen Rikhoff..... 227
PRECINCT D (For Three Years)		(Vote for not more than Seven)
Murray I. Gintis.....	305	* Robert Todd Pratt..... 239
Mark E. Longley.....	300	Aleda H. Bailey..... 293
Catherine S. Melbye.....	364	* Arthur J. Lewis..... 139
Craig D. Murphy.....	264	Alleen Wenckus..... 346
* Albert E. Paladino.....	251	* Walter A. Wright..... 262
William M. Powers.....	296	
PRECINCT E (For Three Years)		(Vote for not more than Ten)
Frederick E. Barstow.....	379	George D. Krech..... 375
James M. Colman.....	365	Norman R. Meier..... 342
Richard A. Davis.....	364	Charles L. Rizzo..... 349
John M. Day, Jr.....	462	Ernest A. Steeves..... 357
* Maxwell N. Gordon.....	294	Sally B. Davis..... 351
Thomas M. Harkins.....	363	
PRECINCT E (For Two Years)		(Vote for not more than One)
Sidney F. Austin.....	275	* Shirley R. Golden..... 214
PRECINCT E (For One Year)		(Vote for not more than Three)
Daniel Y. S. Chin.....	397	Elmer J. Roka..... 379
Mary T. Riddell.....	364	

TOWN OF NEEDHAM

TOWN MEETING MEMBERS

PRECINCT F (For Three Years) (Vote for not more than Nine)	
Norman E. Alexander.....	268
Barry R. McDonough.....	300
Robert V. McNamara.....	281
Mary M. Sacks.....	267
Philip A. Trussell.....	250
Bancroft R. Wheeler.....	283
Virginia C. Wholly.....	262
Sam Gallelo.....	289
Richard M. Trabish.....	242
PRECINCT F (For Two Years) (Vote for not more than One)	
Charles J. Hely.....	304
PRECINCT F (For One Year) (Vote for not more than One)	
James A. Newslow.....	207
* Andrew H. Thomas.....	184
PRECINCT G (For Three Years) (Vote for not more than Ten)	
Gerald R. Browne.....	270
Joseph M. Devine.....	234
Arthur C. Farnham.....	261
Christian H. Fredericks, Jr.....	261
Thomas C. Lovett.....	239
Eugene S. McMorrow.....	228
Donald H. Powers, Jr.....	252
George F. Stitt.....	264
* Lewis A. Wheeler.....	189
Richard A. White.....	253
* Gratia S. Chase.....	198
Vincent C. Nuccio.....	205
PRECINCT H (For Three Years) (Vote for not more than Nine)	
Bradford S. Barnes.....	284
Thomas F. Donahue.....	306
Ann K. Harris.....	318
Robert W. Helm.....	364
Robert Y. Larsen.....	341
William S. Marsh.....	282
LeRoy J. Nutile.....	294
George K. Peck.....	308
John G. Stanley.....	299
* Robert J. Crowley.....	264
* Paul R. Sidel.....	232

TOWN MEETING MEMBERS

PRECINCT I (For Three Years) (Vote for not more than Seven)

Paul H. Attridge.....	301	Robert C. Stewart.....	283
Richard S. Cass.....	290	Harold Svendsen.....	335
Charles E. Downe.....	296	Thomas J. Dolan, Jr.....	220
Brian R. Sewall.....	261	* William E. Duncan.....	228

PRECINCT I (For Two Years) (Vote for not more than One)

H. Phillip Garrity, III..... 274

PRECINCT J (For Three Years) (Vote for not more than Six)

Frank M. Dermody.....	318	John J. McQuillan.....	345
Richard W. Eaton.....	354	Grant Paul, Jr.....	262
Donald F. Everett.....	286	Constance M. Setian.....	248
* Francis T. Jantzen.....	218	Barbara L. Thorne.....	255

TOWN OF NEEDHAM

ANNUAL TOWN MEETING FOR THE
TRANSACTION OF BUSINESS
May 5, 1975

Pursuant to a Warrant issued by the Selectmen February 28, 1975, the Inhabitants of the Town of Needham qualified to vote in Town affairs met in the Derwood A. Newman Junior High School on Monday, May 5, 1975 at 7:30 o'clock in the afternoon.

The checkers appointed by the Selectmen were sworn to the faithful performance of their duties by the Town Clerk.

Check lists were used and 328 voters, including 239 Town Meeting Members, were checked on the list as being present.

The meeting was called to order at 7:30 o'clock by the Moderator, Richard P. Melick. The Needham Militia, led by Lieut. John L. Rikhoff, Girl Scout Lauren M. Garrity, and Eagle Scouts Patrick J. Coyne and Michael A. Coyne presented the colors. Those present stood and joined in the singing of the national anthem, accompanied by the Needham High School Brass ensemble led by Mr. Frederick Harris, Director of Music.

Reverend Paul C. Clayton, Pastor, Needham Congregational Church, gave the invocation. Following this the call to the meeting and the officer's return were read by the Town Clerk, the reading of the Articles in the warrant being waived upon motion.

The Town Meeting Members were sworn to the faithful performance of their duties by the Town Clerk.

The Moderator declared a quorum to be present and requested the Town Clerk to so record. He also announced the following ground rules which were adopted unanimously.

- (1) Speaker will be ruled out of order who refers to personalities. Let us remember that we are one Town Meeting family with a common goal: the best interests of the community.
- (2) Rise to be recognized and address chair: speak name so that the Town Clerk can complete her records.
- (3) Seek unanimous consent to adopt the following time limit of debate:
 - 15 min. Committee chairmen, proponents, attorneys representing proponents
 - 10 min. Town Meeting Members, attorneys representing other than proponents
 - 5 min. Non-Town Meeting Members and visitors other than attorneys

- (4) Your attention is drawn to the disclosure required by one employed as an attorney by another who is interested in a matter: Art. I, sec. 5, General By-Laws.

The usual time limit of debate was unanimously accepted.

Some changes in affirmative motions as contrasted with articles were noted by the moderator. The Moderator asked unanimous consent to omit the reading of the articles and to refer to them by number only. Any Town Meeting Member who wished to "question" or "debate" should so indicate when the number is called, and those articles not so indicated would be adopted by unanimous consent. There was no objection and the Moderator declared this method to be adopted unanimously. The Moderator proceeded to call each article in the warrant by number commencing with Article 4. No Town Meeting Member responded with "question" or "debate" to the following articles:

4, 5, 8, 27, 29, 30, 48 and 51.

The Moderator called each of the above-mentioned articles by number and no objection was heard to adoption by unanimous consent. The Moderator stated that Town Counsel had filed copies of an affirmative motion for each article with the Town Clerk on April 29, 1975, and that those motions had been available for public scrutiny since that date. It was moved that all affirmative motions for the above-mentioned articles be adopted by unanimous consent. It was so unanimously voted and the Town Clerk was requested to so record. As a result thereof, said articles and the votes thereunder are as follows:

ARTICLE 4...To hear and act on the reports of Town Officers and Committees.

VOTED: . . That the reports of the Town Officials and Committees be accepted.

UNANIMOUS VOTE

ARTICLE 5. To see if the Town will vote to authorize the Town Treasurer, with the approval of the Selectmen, to borrow money from time to time in anticipation of the revenue of the financial year beginning July 1, 1975, in accordance with the provisions of General Laws, Chapter 44, Section 4, and to issue a note or notes therefor, payable within one year, and to renew any note or notes as may be given for a period of less than one year in accordance with General Laws, Chapter 44, Section 17;

or take any other action relative thereto.

VOTED: That the Town authorize the Town Treasurer, with the approval of the Selectmen, to borrow money from time to time in anticipation of the revenue of the financial year beginning July 1, 1975, in accordance with the provisions of General Laws, Chapter 44, Section 4, and to issue a note or notes therefor, payable within one year, and to renew any note or notes as may be given for a period of less than one year in accordance with General Laws, Chapter 44, Section 17.

UNANIMOUS VOTE

TOWN OF NEEDHAM

ARTICLE 8. To see if the Town will vote to amend Section 3 of the Consolidated Personnel By-Law by adding the following new sentence immediately following the period ending the first sentence of Section 3:

"Appointees hereunder shall continue to hold their offices until the appointment and qualification of their successors.";

or take any other action relative thereto.

VOTED: That the Town amend Section 3 of the Consolidated Personnel By-Law by adding the following new sentence immediately following the period ending the first sentence of Section 3:

"Appointees hereunder shall continue to hold their offices until the appointment and qualification of their successors."

UNANIMOUS VOTE

ARTICLE 27. To see if the Town will vote to raise and appropriate the sum of \$5,000. for expenses (Town Salaries and Wages being included in the budget) for highway reconstruction, alteration of, specific repairs upon, and the construction of all or portions of various Town Ways including sidewalks and curbing thereon as recommended by the Public Works Department; determine how such sum shall be raised, whether from the current tax levy, by transfer from available funds, by borrowing or otherwise, and how expended; or take any other action relative thereto.

VOTED: That the Town appropriate the sum of \$5,000 for expenses (Town Salaries and Wages being included in the budget) for highway reconstruction, alteration of, specific repairs upon, and the construction of all or portions of various Town Ways including sidewalks and curbing thereon, as recommended by the Public Works Department; said sum to be raised from the current tax levy and expended under the supervision and direction of the Board of Selectmen.

UNANIMOUS VOTE

ARTICLE 29. To see if the Town will vote to raise and appropriate the sum of \$17,300. for expenses (Town salaries and Wages being included in the budget) for construction of storm water drains in private ways proposed for acceptance by the Town, and for extending the storm water drainage system through easement on private property, or in public ways as proposed by the Public Works Department; determine how such sum shall be raised, whether from the current tax levy, by transfer from available funds, by borrowing or otherwise, and how expended; or take any other action relative thereto.

VOTED: That the Town appropriate the sum of \$17,300 for expenses (Town salaries and Wages being included in the budget) for construction of storm water drains in private ways proposed for acceptance by the Town, and for extending the storm water drainage system through easement on private property, or in public ways as proposed by the Public Works Department; * said sum to be raised from

the current tax levy and expended under the supervision and direction of the Board of Selectmen.

UNANIMOUS VOTE

ARTICLE 30. To see if the Town will vote to raise and appropriate the sum of \$11,000. for the replacement of pumping equipment at the West Street Sewer Pumping Station; determine how such sum shall be raised, whether from the current tax levy, by transfer from available funds, by borrowing or otherwise and how expended; or take any other action relative thereto.

VOTED: . . That the Town appropriate the sum of \$11,000 for the replacement of pumping equipment at the West Street Sewer Pumping Station; said sum to be raised from the current tax levy and expended under the supervision and direction of the Board of Selectmen.

UNANIMOUS VOTE

ARTICLE 48. To see if the Town will vote to continue the Future School Needs Committee, its members to be appointed by the Town bodies, as originally established by vote under Article 77 of the 1951 Annual Town Meeting and last continued by vote under Article 55 of the 1974 Annual Town Meeting; direct and authorize said committee to continue its work of making a study of the future school needs of the Town and the obtaining of options in the name of the Town on desirable sites for school building purposes as heretofore authorized and to report with its recommendations to the 1976 Annual Town Meeting or sooner; or take any other action relative thereto.

VOTED: That the Town continue the Future School Needs Committee, its members to be appointed by the Town bodies, as originally established by vote under Article 62 of the 1950 Annual Town Meeting and last continued by vote under Article 55 of the 1974 Annual Town Meeting; direct and authorize said committee to continue its work of making a study of the future school needs of the Town and the obtaining of options in the name of the Town on desirable sites for school building purposes as heretofore authorized and to report with its recommendations to the 1976 Annual Town Meeting or sooner.

UNANIMOUS VOTE

ARTICLE 51. To see if the Town will vote to continue the Public Safety Committee established by vote of the Town under Article 14 of the 1974 Annual Town Meeting; said Committee to report to the next Annual Town Meeting or sooner;

or take any other action relative thereto.

VOTED: That the Town continue the Public Safety Committee established by vote of the Town under Article 14 of the 1974 Annual Town Meeting; said Committee to report to the next Annual Town Meeting or sooner.

UNANIMOUS VOTE

At this time the Moderator proceeded to the remaining articles in the Warrant.

ARTICLE 6. To see what disposition the Town will make of monies received pursuant to General Laws, Chapter 140, Section 172 as the Town's share of the unexpended balance of the Dog Fund.

Mrs. Katherine Preston, Town Meeting Member, raised a question as to why the funds could not be used to improve the leash law. It was explained that under state law the money has to go to the library and cannot be used for any other purpose.

Mr. Garrity's motion was presented and it was

VOTED: That the sum of \$3,302.36 received pursuant to General Laws, Chapter 140, Section 172 as the Town's share of the unexpended balance of the Dog Fund, be appropriated for the use of the Public Library.

UNANIMOUS VOTE

ARTICLE 7. To see if the Town will vote to ratify, confirm and approve the action of the Personnel Board authorized by Section 20 of the Consolidated Personnel By-Law approving the employment of certain municipal employees at a step rate greater than the minimum rate established for the respective positions involved and employee promotions to a higher rated position; said action taken by the Personnel Board occurred on the following dates:

September 9, 1974, September 30, 1974, November 4, 1974, December 2, 1974, December 16, 1974, January 12, 1975, February 10, 1975, and February 24,

further action as authorized by Section 15 of the Consolidated Personnel By-Law for which ratification is hereby sought consists of the following:

Change job title and rate of Building Inspector S-20 to Inspector of Buildings S-23

Change Grade of Assistant Superintendent (Fire Alarm) from S-20 to FA-2

Change Grade of Lineman from S-16 to FA-1

Addition of footnote (12) to Civil Engineer Grade III to read as follows:

"(12) additional \$125.00 per month when assigned to and performing the duties of Grounds Division Superintendent as designated by the Director of Public Works."

or take any other action relative thereto.

A motion was made by Mr. John J. Ryan, Chairman of the Personnel Board that Articles 7, 9, 10, 12 and 13 inclusive be discussed together but voted on separately and it was so voted.

Mr. Ryan also offered a motion that Article 11 be taken out of order and be discussed and voted on immediately after Article 13 and it was so voted.

Mr. David Eisenstadt spoke on the motion under Article 7 which he referred to as a "housekeeping" article to approve actions taken by the Board since the last Town Meeting relative to certain promotions recommended by department heads, and also changing job title and rate of pay for Building Inspector. When put to a vote the motion carried.

VOTED: That the Town ratify, confirm and approve the action of the Personnel Board authorized by Section 20 of the Consolidated Personnel By-Law approving the employment of certain municipal employees at a step rate greater than the minimum rate established for the respective positions involved and employee promotions to a higher rated position; said action taken by the Personnel Board occurred on the following dates:

September 9, 1974, September 30, 1974, November 4, 1974,
December 2, 1974, December 16, 1974, January 12, 1975, February 10,
1975, and February 24, 1975:

further action as authorized by Section 15 of the Consolidated Personnel By-Law for which ratification is hereby sought consists of the following:

Change job title and rate of Building Inspector S-20 to Inspector of Buildings S-23

Change Grade of Assistant Superintendent (Fire Alarm) from S-20 to FA-2

Change Grade of Lineman from S-16 to FA-1

Addition of footnote (12) to Civil Engineer Grade III to read as follows:
“(12) additional \$125.00 per month when assigned to and performing the duties of Grounds Division Superintendent as designated by the Director of Public Works.”

ARTICLE 9. To see if the Town will vote to amend Section 19(f) of the Consolidated Personnel By-Law by adding at the end of the first sentence, the following:

“All such employees shall also receive time off without loss of pay for one-half day on the work day immediately preceding Christmas.”; or take any other action relative thereto.

Mr. Frederick W. White spoke on the motion under Article 9 which would allow for time off without loss of pay for one-half day on the work day immediately preceding Christmas. Mr. Roy A. Kelley offered an amendment to insert after the word “day” the words “when it immediately precedes Christmas”. After a brief discussion Mr. Kelley’s motion was presented and it was so voted. The main motion, as amended, was presented and it was

VOTED: That the Town amend Section 19(f) of the Consolidated Personnel By-Law by adding at the end of the first sentence, the following:

“All such employees shall also receive time off without loss of pay for one-half day on the work day when it immediately precedes Christmas.”

ARTICLE 10. To see if the Town will amend The Consolidated Personnel By-Law by deleting Section 28 in its entirety and by substituting therefore the following:

"Section 28. Non-Occupational Sick Leave. The granting of non-occupational sick leave and the payment of compensation to persons on non-occupational sick leave shall be subject to the following provisions:

(a) Consistent with the eligibility of each employee subject to this By-Law on the effective date of this Section, there shall be credited to each such employee's record the total amount of non-occupational sick leave available to each employee as determined under the prior provisions of Section 28. For the succeeding calendar year after the effective date hereof and each successive calendar year thereafter there shall accrue to each eligible employee subject to this By-Law an additional one (1) day per month or proportionate part thereof as hereinafter provided for less than permanent full time employees which shall be added to the employee's permanent record of available non-occupational sick leave time, and shall hereafter be known and referred to as "Non-Occupational Unused Accumulated Sick Leave" or "Total Sick Leave Credit." All new employees entering the Town service hereunder after the effective date hereof shall be credited with said one (1) day per month or proportionate part thereof as hereinafter specified.

(b) During each calendar year beginning with the effective date hereof, there shall be charged to each employee's Total Sick Leave Credit or deducted therefrom the total number of days absent from performing the usual assigned duties because of non-occupational illness and for which the employee was paid the usual compensation. At the election of the employee subject to this By-Law and when such employee is entitled to the benefits and subject to the provisions of General Laws, Chapter 152, the employee shall be entitled to receive his net pay to the extent permitted under said Chapter 152 but limited to the credit available from such employee's Total Sick Leave Credits and if such additional benefit is elected by the employee his or her Total Sick Leave Credit will be charged for the appropriate time thus used. No payment shall be made as a claim under this Section without the prior approval of the Personnel Board or the Personnel Director. A physician's certificate may be required by the department head or the Personnel Board in any case of non-occupational sick leave claimed hereunder.

(c) In the instance of a part-time employee filling a permanent position as defined in this By-Law, non-occupational sick leave credits and charges referred to in (a) and (b) above shall apply, but the amount of non-occupational sick leave credit shall accrue in the ratio that their part-time employment bears to full time employment.

(d) An employee subject to this By-Law who terminates his or her services with the Town by retirement, because of disability or because of death shall be entitled to a cash payment at his current rate for not less than 25 percent of his or her Unused Accumulated Sick Leave Credit outstanding after proper adjustments are made for the current calendar year. In the case of death, the surviving spouse or duly

designated beneficiary shall be entitled to the payment due hereunder, or if there is no surviving spouse or duly designated beneficiary to the duly appointed legal representative of his or her estate.

(e) In the case of exceptional circumstances when an employee has exhausted his accumulated sick leave benefits, additional sick leave may be granted by the Personnel Board. In determining whether such additional sick leave shall be granted the Personnel Board shall take past absence of the employee and the length of continual service into account.”;

or take any other action relative thereto.

A motion to amend was offered by Mr. John J. Ryan.

MOVED: That the main motion under Article 10 be amended by striking out of the proposed Section 28, subparagraph (d), third and fourth lines, the words “not less than”; and by adding under said Section 28 following subparagraph (e) the following new subparagraph (f):

“(f) The head of each department shall investigate and ascertain the validity of any request for non-occupational sick leave made by an employee of his department, and shall approve the same if he is satisfied as to the validity of such request. A physician’s certificate may be required by the department head or by the Personnel Board in any case of non-occupational sick leave claimed hereunder.”

Mr. Donald Everett spoke on the motions under Article 10 outlining the proposed changes in the sick leave policy of the Town as recommended by the Personnel Board.

Mr. William Gorham, Chairman of the Finance Committee, stated that the Finance Committee supports the article and amendment except for Section (e) which they felt gave unlimited authority to one Board. He then offered an amendment to delete sub-section (e) and when put to a vote this motion carried. Mr. Ryan’s motion to amend was presented and it was noted that this section would now become sub-section (e) since Mr. Gorham’s amendment had passed, and it was so voted unanimously. After some discussion Mr. Raeburn B. Hathaway, Jr. moved the previous question and it was so voted.

The main motion as amended was then presented and it was

VOTED: That the Town amend The Consolidated Personnel By-Law by
* deleting Section 28 in its entirety and by substituting therefore the following:

“Section 28. Non-Occupational Sick Leave. The granting of non-occupational sick leave and the payment of compensation to persons on non-occupational sick leave shall be subject to the following provisions:

(a) Consistent with the eligibility of each employee subject to this By-Law on the effective date of this Section, there shall be credited to each such employee’s record the total amount of non-occupational sick leave available to each employee as determined under the prior

* (See reconsideration May 21, 1975).

provisions of Section 28. For the succeeding calendar year after the effective date hereof and each successive calendar year thereafter there shall accrue to each eligible employee subject to this By-Law an additional one (1) day per month or proportionate part thereof as hereinafter provided for less than permanent full time employees which shall be added to the employee's permanent record of available non-occupational sick leave time, and shall hereafter be known and referred to as "Non-Occupational Unused Accumulated Sick Leave" or "Total Sick Leave Credit." All new employees entering the Town service hereunder after the effective date hereof shall be credited with said one (1) day per month or proportionate part thereof as hereinafter specified.

(b) During each calendar year beginning with the effective date hereof, there shall be charged to each employee's Total Sick Leave Credit or deducted therefrom the total number of days absent from performing the usual assigned duties because of non-occupational illness and for which the employee was paid the usual compensation. At the election of the employee subject to this By-Law and when such employee is entitled to the benefits and subject to the provisions of General Laws, Chapter 152, the employee shall be entitled to receive his net pay to the extent permitted under said Chapter 152 but limited to the credit available from such employee's Total Sick Leave Credits and if such additional benefit is elected by the employee his or her Total Sick Leave Credit will be charged for the appropriate time thus used. No payment shall be made as a claim under this Section without the prior approval of the Personnel Board or the Personnel Director. A physician's certificate may be required by the department head or the Personnel Board in any case of non-occupational sick leave claimed hereunder.

(c) In the instance of a part-time employee filling a permanent position as defined in this By-Law, non-occupational sick leave credits and charges referred to in (a) and (b) above shall apply, but the amount of non-occupational sick leave credit shall accrue in the ratio that their part-time employment bears to full time employment.

(d) An employee subject to this By-Law who terminates his or her services with the Town by retirement, because of disability or because of death shall be entitled to a cash payment at his current rate for 25 percent of his or her Unused Accumulated Sick Leave Credit outstanding after proper adjustments are made for the current calendar year. In the case of death, the surviving spouse or duly designated beneficiary shall be entitled to the payment due hereunder, or if there is no surviving spouse or duly designated beneficiary to the duly appointed legal representative of his or her estate.

(e) the head of each department shall investigate and ascertain the validity of any request for non-occupational sick leave made by an employee of his department, and shall approve the same if he is satisfied as to the validity of such request. A physician's certificate

may be required by the department head or by the Personnel Board in any case of non-occupational sick leave claimed hereunder.

The foregoing amendment shall become effective January 1, 1976.

ARTICLE 12. To see if the Town will vote to fix the compensation of the following elected officers of the Town as of July 1, 1975 as required by the General Laws, Chapter 41, Section 108, and as recommended by the Personnel Board, and subject to the longevity provisions of paragraph (j) of Section 20 of the Consolidated Personnel By-Law as follows:

Principal Assessor	\$ 9,568.
Assessor	9,568.
Selectman, Chairman	1,550.
Selectmen, others	1,250.
Town Clerk	14,298.
Town Treasurer & Tax Collector	16,555.

or take any other action relative thereto.

Mr. Vance H. Dodson spoke on the motion under Article 12 which would reflect a 7½ percent wage increase for Principal Assessor, Assessor, Town Clerk, Treasurer & Tax Collector. Mr. Donald M. Keller offered the following motion to reflect a zero percent figure raise.

MOVED:

Principal Assessor	\$ 8,900.
Assessors	8,900.
Selectmen, Chairman	1,550.
Selectmen, others	1,250.
Town Clerk	13,300.
Town Treasurer and Tax Collector	15,400.

After some discussion, Mr. John F. Milligan moved the previous question and when put to a vote the motion carried. Mr. Keller's motion was presented and it failed to pass.

The main motion was then presented and it was

VOTED: That the Town fix the compensation of the following elected officers of the Town as of July 1, 1975 as required by the General Laws, Chapter 41, Section 108, and as recommended by the Personnel Board, and subject to the longevity provisions of paragraph (j) of Section 20 of the Consolidated Personnel By-Law as follows:

Principal Assessor	\$ 9,568
Assessors	9,568
Selectmen, Chairman	1,550
Selectmen, others	1,250
Town Clerk	14,298
Town Treasurer and Tax Collector	16,555

ARTICLE 13. To see if the Town will vote to amend the Consolidated Personnel By-Law of the Town by striking out Section 17 thereof and by substituting therefore the following:

“Except as otherwise required by State Law, the classes of positions in the paid appointive service by the Town other than those in the service of the School Department and Glover Memorial Hospital and the standard rates of compensation thereof effective July 1, 1975 and the compensation of positions classified by the Director of Civil Service effective July 1, 1975 shall be as follows:.”

SCHEDULE A

Alphabetical list of full-time and part-time position classes and allocation to compensation grade or schedule:

Class Title	Grade or Schedule
Activity Director	Schedule C
Activity Instructor or Supervisor (P.T.)	Schedule C
Administrative Clerk	S-8
Animal Inspector (P.T.)	Schedule C
Assistant Beach Supervisor (P.T.)	Schedule C
Assistant Cataloger	S-8
Assistant Children's Librarian	S-8
Assistant Data Processing Supervisor	S-14
Assistant Librarian	S-18
Assistant Recreation Supervisor (P.T.)	Schedule C
Assistant Superintendent (Fire Alarm)	FA-2
Assistant Town Comptroller	S-19
Assistant Town Clerk	S-10
Assistant Town Engineer	S-23
Associate Director of Council on Aging	Schedule C
Athletic Official or Referee (P.T.)	Schedule C
Beach Booth Attendant (P.T.)	Schedule C
Beach Lifeguard (P.T.)	Schedule C
Beach Supervisor (P.T.)	Schedule C
Branch Librarian	S-10
Building Inspector (Substitute) (P.T.)	Schedule C
Call Firefighter (P.T.)	Schedule C
Canvasser (P.T.)	Schedule C
Caseworker	S-20
Cataloger	S-15
Children's Librarian	S-15
Circulation Supervisor	S-11
Civil Engineer, Grade I	S-10
Civil Engineer, Grade II	S-14
Civil Engineer, Grade III, (2)	S-17
Civil Engineer, Grade IV	S-20
Clerk	S-1
Clerk (P.T.)	Schedule C
Committee Secretary (P.T.)	Schedule C
Coordinator of Traveling Meals	Schedule C
Council on Aging Executive Director (P.T.)	Schedule C
Custodial Worker	S-5
Data Processing Coordinator	S-19
Dental Hygienist	S-7

SCHEDULE A (Continued)

Class Title	Grade or Schedule
Dentist (P.T.)	Schedule C
Deputy Fire Chief	F-4
Director of Civil Defense (P.T.)	Schedule C
Director of Parks and Recreation	S-24
Director of Public Works	S-34
Division Superintendent (Forestry) (1)	S-20
Division Superintendent (Highway) (1)	S-25
Division Superintendent (Sewer) (1)	S-25
Division Superintendent (Water) (1)	S-25
Dog Officer	S-10
Employment Counselor	S-15
Equipment Mechanic	W-6
Equipment Welder	W-6
Executive Clerk	S-10
Executive Secretary, Selectmen (P.T.)	Schedule C
Finance Committee Executive Secretary (P.T.)	Schedule C
Fire Captain (5)	F-3
Fire Chief	F-5
Firefighter (6)	F-1
Fire Lieutenant	F-2
Foreman	W-8
Garage and Equipment Supervisor	S-20
Garage Mechanic	W-4
General Foreman - Highway, Sewer, Water Divisions	S-20
Heavy Motor Equipment Operator	W-4
Inspector of Buildings	S-23
Junior Building Custodian	S-7
Key Punch Operator	S-6
Key Punch Operator, Junior	S-4
Key Punch Operator, Senior	S-9
Laborer	W-1
Laborer - Senior	W-2
Librarian	S-23
Library Assistant I	S-1
Library Assistant II	S-5
Library Page (P.T.)	Schedule C
Lineman	FA-1
Maintenance Man	W-3
Master Mechanic	W-8
Memorial Park Supervisor	S-17
Meter Repairman	W-4
Motor Equipment Operator	W-2
Nutritionist	S-13
Park Maintenance Man	W-1
Park Maintenance Supervisor (P.T.)	Schedule C
Patrolman (3) (4) (8) (9)	P-2
Personnel Director	S-25
Planning Director	S-25
Playground Leader (P.T.)	Schedule C
Playground Supervisor (P.T.)	Schedule C
Play Leader (P.T.)	Schedule C

SCHEDULE A (Continued)

Class Title	Grade or Schedule
Plumbing and Gas Inspector	S-18
Plumbing and Gas Inspector (Substitute) (P.T.)	Schedule C
Police Chief	P-5
Police Lieutenant	P-4
Police Maintenance Man	S-11
Police Matron (P.T.)	Schedule C
Police Sergeant (4) (5) (8) (9) (11)	P-3
Principal Clerk	S-6
Provisional Appointee (Police Dept.)	P-1
Public Health Nurse	S-13
Public Works Craftsman	W-4
Public Works Dispatcher	S-17
Public Works Inspector	S-14
Public Works Specialist	W-5
Pumping Station Operator	W-4
Recreation Parks Supervisor (Maint.)	S-15
Recreation Supervisor	Schedule C
Reference Librarian	S-15
Reference Supervisor	S-16
Registrar of Voters (P.T.)	Schedule C
Sanitarian	S-19
Sanitarian (Substitute) (P.T.)	Schedule C
Sealer of Weights and Measures (P.T.)	Schedule C
Senior Building Custodian	S-11
Senior Clerk	S-4
Shovel Operator	W-6
Storekeeper	W-2
Student Draftsman and Rodman (P.T.)	Schedule C
Student Trainee, Forestry Division (P.T.)	Schedule C
Switchboard Operator	S-3
Temporary Janitor (P.T.)	Schedule C
Temporary Laborer (P.T.)	Schedule C
Town Comptroller	S-24
Town Counsel (P.T.)	Schedule C
Town Engineer (1)	S-27
Traffic Supervisor (P.T.)	Schedule C
Tree Climber	W-4
Veterans' Agent (P.T.)	Schedule C
Water Meter Reader	W-3
Wiring Inspector	S-18
Wiring Inspector (Substitute) (P.T.)	Schedule C
Women's and Girls' Recreation Supervisor	S-6
Working Foreman	W-6
Young Adults' Librarian	S-15
Youth Co-ordinator	S-24

SCHEDULE A FOOTNOTES

- (1) Additional \$100.00 per month when assigned to and performing the duties of Assistant Director of Public Works.

- (2) Additional \$45.00 per month when assigned to and performing the duties of Office Manager as designated by the Director of Public Works.
- (3) Additional \$60.00 per month when assigned to and performing the duties of Administrative Assistant as designated by the Police Chief.
- (4) Additional \$750.00 per year when assigned to and performing the duties of Detective as designated by the Police Chief.
- (5) Additional \$40.00 per month when assigned to and performing the duties of Station Commander as designated by the Fire Chief and the Police Chief.
- (6) Additional \$50.00 per month when assigned to and performing the duties of Equipment Mechanic as designated by the Fire Chief.
- (7) Additional \$50.00 per month when assigned to and performing the duties of the Mosquito Control Program as designated by the Board of Health.
- (8) Additional \$25.00 per month when assigned permanently to the night shifts as designated by the Police Chief.
- (9) Additional \$50.00 per month when assigned to and performing the duties of a Specialist-Youth Officer as designated by the Police Chief.
- (10) Said Director shall be the Superintendent of Public Works within the meaning of Section 20 to 30, inclusive, of the Needham Special Home Rule Charter Act (Acts of 1971, c. 403), and shall be appointed in the manner, and shall exercise the powers and duties of such Superintendent, specified in said act.
- (11) Additional \$750.00 per year when assigned to and performing the duties of Principal Prosecuting Officer as designated by the Police Chief.

SCHEDULE B-1

Grade	Minimum	2nd Step	3rd Step	4th Step	Maximum
S-34	22,430.00	23,280.00	24,134.00	24,984.00	25,849.00
S-33	21,577.00	22,430.00	23,280.00	24,134.00	24,984.00
S-32	20,799.00	21,577.00	22,430.00	23,280.00	24,134.00
S-31	20,019.00	20,799.00	21,577.00	22,430.00	23,280.00
S-30	19,318.00	20,019.00	20,799.00	21,577.00	22,430.00
S-29	18,618.00	19,318.00	20,019.00	20,799.00	21,577.00
S-28	17,918.00	18,618.00	19,318.00	20,019.00	20,799.00
S-27	17,297.00	17,918.00	18,618.00	19,318.00	20,019.00
S-26	16,676.00	17,297.00	17,918.00	18,618.00	19,318.00
S-25	16,065.00	16,676.00	17,297.00	17,918.00	18,618.00

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Grade	Minimum	2nd Step	3rd Step	4th Step	Maximum
S-24	15,515.00	16,065.00	16,676.00	17,297.00	17,918.00
S-23	14,967.00	15,515.00	16,065.00	16,676.00	17,297.00
S-22	14,424.00	14,967.00	15,515.00	16,065.00	16,676.00
S-21	13,883.00	14,424.00	14,967.00	15,515.00	16,065.00
S-20	13,414.00	13,883.00	14,424.00	14,967.00	15,515.00
S-19	12,944.00	13,414.00	13,883.00	14,424.00	14,967.00
S-18	12,482.00	12,944.00	13,414.00	13,883.00	14,424.00
S-17	12,021.00	12,482.00	12,944.00	13,414.00	13,883.00
S-16	11,633.00	12,021.00	12,482.00	12,944.00	13,414.00
S-15	11,242.00	11,633.00	12,021.00	12,482.00	12,944.00
S-14	10,852.00	11,242.00	11,633.00	12,021.00	12,482.00
S-13	10,462.00	10,852.00	11,242.00	11,633.00	12,021.00
S-12	10,072.00	10,462.00	10,852.00	11,242.00	11,633.00
S-11	9,681.00	10,072.00	10,462.00	10,852.00	11,242.00
S-10	9,373.00	9,681.00	10,072.00	10,462.00	10,852.00
S-9	9,060.00	9,373.00	9,681.00	10,072.00	10,462.00
S-8	8,751.00	9,060.00	9,373.00	9,681.00	10,072.00
S-7	8,441.00	8,751.00	9,060.00	9,373.00	9,681.00
S-6	8,131.00	8,441.00	8,751.00	9,060.00	9,373.00
S-5	7,818.00	8,131.00	8,441.00	8,751.00	9,060.00
S-4	7,581.00	7,818.00	8,131.00	8,441.00	8,751.00
S-3	7,352.00	7,581.00	7,818.00	8,131.00	8,441.00
S-2	7,122.00	7,352.00	7,581.00	7,818.00	8,131.00
S-1	6,888.00	7,122.00	7,352.00	7,581.00	7,818.00

SCHEDULE B-2

POLICE SALARY SCHEDULE

Grade	Minimum	2nd Step	3rd Step	4th Step	Maximum
P-5		22,581.00	23,429.00	24,271.00	25,114.00
P-4		14,559.00	15,006.00	15,666.00	16,261.00
P-3	12,557.00	12,988.00	13,490.00	14,002.00	14,514.00
P-2		11,291.00	11,714.00	12,136.00	12,557.00
P-1			11,291.00	11,714.00	12,136.00

Effective January 1, 1976 Grade P-4 and each of the said steps applicable to said grade shall be increased as follows:

Step 2 - \$694; Step 3 - \$715; Step 4 - \$746; Step 5 - \$775.

SCHEDULE B-3

FIRE SALARY SCHEDULE

Grade	Minimum	2nd Step	3rd Step	4th Step	Maximum
F-5		22,581.00	23,429.00	24,271.00	25,114.00
F-4		14,559.00	15,006.00	15,666.00	16,261.00
* F-3				12,938.00	13,361.00
* F-2		11,641.00	11,998.00	12,413.00	12,838.00
* F-1	10,144.00	10,493.00	10,844.00	11,192.00	11,541.00

* These are the rates presently being paid. Negotiations with Unit A Local 1706 have not been completed. A further report will be given at the Town Meeting.

Effective January 1, 1976 Grade F-4 and each of the said steps applicable to said grade shall be increased as follows:

Step 2 - \$694; Step 3 - \$715; Step 4 - \$746; Step 5 - \$775.

SCHEDULE B-4

FIRE ALARM SALARY SCHEDULE

Grade	Minimum	2nd Step	3rd Step	4th Step	Maximum
FA-2	13,414.00	13,883.00	14,424.00	14,967.00	15,515.00
FA-1	11,633.00	12,021.00	12,482.00	12,944.00	13,414.00

SCHEDULE B-5

HOURLY WAGE SCHEDULE

Grade	Minimum	2nd Step	3rd Step	4th Step	Maximum
W-8	5.41	5.62	5.82	6.03	6.26
W-7	5.24	5.41	5.62	5.82	6.03
W-6	5.03	5.24	5.41	5.62	5.82
W-5	4.83	5.03	5.24	5.41	5.62
W-4	4.67	4.83	5.03	5.24	5.41
W-3	4.49	4.67	4.83	5.03	5.24
W-2	4.35	4.49	4.67	4.83	5.03
W-1	4.20	4.35	4.49	4.67	4.83

SCHEDULE C

RATES FOR PART-TIME AND SEASONAL POSITION CLASSES

	Minimum	Maximum
Activity Director (P.T.) Per Week (1)		84.00
Activity Instructor or Supervisor		
Group A (Per Session) (P.T.)		15.00
Group B (Per Session) (P.T.)		18.00
Group C (Per Session) (P.T.)		21.00
Group D (Per Session) (P.T.)		25.00
Group E (Per Session) (P.T.)		32.00
Animal Inspector (P.T.) Per Annum		1,410.00
Assistant Beach Supervisor (P.T.) Per Week (1)		98.00
Assistant Recreation Supervisor (P.T.) Per Week (1)		98.00
Associate Director of Council on Aging (P.T.) 30 Hours Weekly		6,037.00
Athletic Official or Referee		
Group A (Per Session) (P.T.)		5.00
Group B (Per Session) (P.T.)		7.50
Group C (Per Session) (P.T.)		10.00
Group D (Per Session) (P.T.)		12.50
Group E (Per Session) (P.T.)		15.00
Beach Booth Attendant (P.T.) Per Week (1)		84.00
Beach Lifeguard (P.T.) Per Week (1)		84.00

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Beach Supervisor	(P.T.) Per Week (1)	123.00
Building Inspector (Substitute)	(P.T.) Per Diem	41.00
Building Inspector (Or Per Inspection)		12.00
Call Firefighter	(P.T.) Per Annum	835.00
Canvasser	(P.T.) Per Hour	2.40
Clerk)	(P.T.) Per Hour) 2.10	2.35
Clerk)	(P.T.) Per Hour) 2.20	2.50
Committee Secretary	(P.T.) Per Hour	3.75
Coordinator of Traveling Meals	(P.T.) Per Hour	3.75
Council on Aging Executive Director	(P.T.) Per Annum	7,425.00
Dentist	(P.T.) Per Diem	53.00
Director of Civil Defense	(P.T.) Per Annum	1,500.00
Executive Secretary - Selectmen	(P.T.) Per Annum	6,735.00
Finance Committee Executive Secretary	(P.T.) Per Annum	2,538.00
Library Page		
First Year	(P.T.) Per Hour	2.10
Second Year	(P.T.) Per Hour	2.20
Third Year	(P.T.) Per Hour	2.30
Play Leader	(P.T.) Per Week (1)	62.00
Plumbing and Gas Inspector (Substitute)	(P.T.) Per Diem	41.00
Plumbing and Gas Inspector (Or Per Inspection)		12.00
Police Matron	(P.T.) Per Hour	2.50
(Or Minimum)		8.00
Recreation Supervisor	(P.T.) Per Week (1)	123.00
Registrar of Voters	(P.T.) Per Annum	400.00
Sanitarian Substitute	(P.T.) Per Diem	27.00
Sealer of Weights and Measures	(P.T.) Per Annum	3,250.00
Student Draftsman and Rodman		
First Year Student	(P.T.) Per Hour	2.55
Second Year Student	(P.T.) Per Hour	2.85
Third Year Student	(P.T.) Per Hour	3.15
Fourth Year Student	(P.T.) Per Hour	3.35
Fifth Year Student	(P.T.) Per Hour	3.45
Student Trainee (Forestry Division)		
First Year Student	(P.T.) Per Hour	2.54
Second Year Student	(P.T.) Per Hour	2.70
Third Year Student	(P.T.) Per Hour	2.86
Fourth Year Student	(P.T.) Per Hour	3.02
Temporary Janitor	(P.T.) Per Hour	2.40
Temporary Laborer		
First Year	(P.T.) Per Hour	2.20
Second Year	(P.T.) Per Hour	2.30
Third Year	(P.T.) Per Hour	2.43
Fourth Year	(P.T.) Per Hour	2.56
Fifth Year	(P.T.) Per Hour	2.69
Town Counsel	(P.T.) Per Annum	19,275.00
Traffic Supervisor	(P.T.) Per Month	245.00
Veterans' Agent	(P.T.) Per Annum	6,180.00
Wiring Inspector (Substitute)	(P.T.) Per Diem	41.00
Wiring Inspector (Or Per Inspection)		12.00

- (1) Annual step rate increase of \$5.00 per week (maximum 5 steps) after performing a minimum of eleven weeks of full-time service at Rosemary Beach and seven weeks on playgrounds in any calendar year; said service need not be continuous;

or take any other action relative thereto.

Mr. John J. Ryan offered an amendment to delete the figure 2,538.00 appearing under Schedule C opposite the position entitled "Finance Committee Executive Secretary" and substituting therefor the figure "2,728.00".

A lengthy discussion followed relative to the proposed 7½ percent wage increase for town employees. Mr. Donald M. Keller spoke in opposition and proposed that only a 4 percent increase be considered. In order to calculate a 4 percent increase, Mr. Keller offered a motion to postpone, to be the first order of business to be placed on the floor at the next adjourned session when all the then pending business is disposed of. After further discussion, Mr. David R. Donald moved the previous question as to all motions on the floor and it was so voted. Mr. Keller's motion to postpone to a time certain was presented. The following tellers were then appointed by the Moderator: Mr. George D. Krech, Mr. Raeburn B. Hathaway, Jr., Mrs. Jean W. Hutchinson, Mr. Frank L. Bridges, Mr. Raymond F. Bosworth and Mrs. Mary Ann Carovillano. The result of the hand count was YES 91 - NO 101 and the motion failed to pass. Mr. Ryan's motion to amend to delete the figure 2,538 appearing under Schedule C opposite the position entitled "Finance Committee Executive Secretary" and to substitute therefor the figure "2,728.00" was presented and it was so voted.

The main motion, as amended, was then presented and it was

VOTED: That the Town amend the Consolidated Personnel By-Law of the Town by striking out Section 17 thereof and by substituting therefore the following:

"Except as otherwise required by State Law, the classes of positions in the paid appointive service by the Town other than those in the service of the School Department and Glover Memorial Hospital and the standard rates of compensation thereof effective July 1, 1975 and the compensation of positions classified by the Director of Civil Service effective July 1, 1975 shall be as follows:."

SCHEDULE A

Alphabetical list of full-time and part-time position classes and allocation to compensation grade or schedule:

Class Title	Grade or Schedule
Activity Director	Schedule C
Activity Instructor or Supervisor (P.T.)	Schedule C
Administrative Clerk	S-8
Animal Inspector (P.T.)	Schedule C
Assistant Beach Supervisor (P.T.)	Schedule C
Assistant Cataloger	S-8
Assistant Children's Librarian	S-8
Assistant Data Processing Supervisor	S-14
Assistant Librarian	S-18
Assistant Recreation Supervisor (P.T.)	Schedule C
Assistant Superintendent (Fire Alarm)	FA-2
Assistant Town Comptroller	S-19
Assistant Town Clerk	S-10
Assistant Town Engineer	S-23
Associate Director of Council on Aging	Schedule C

SCHEDULE A (Continued)

Class Title	Grade or Schedule
Athletic Official or Referee (P.T.)	Schedule C
Beach Booth Attendant (P.T.)	Schedule C
Beach Lifeguard (P.T.)	Schedule C
Beach Supervisor (P.T.)	Schedule C
Branch Librarian	S-10
Building Inspector (Substitute) (P.T.)	Schedule C
Call Firefighter (P.T.)	Schedule C
Canvasser (P.T.)	Schedule C
Caseworker	S-20
Cataloger	S-15
Children's Librarian	S-15
Circulation Supervisor	S-11
Civil Engineer, Grade I	S-10
Civil Engineer, Grade II	S-14
Civil Engineer, Grade III, (2)	S-17
Civil Engineer, Grade IV	S-20
Clerk	S-1
Clerk (P.T.)	Schedule C
Committee Secretary (P.T.)	Schedule C
Coordinator of Traveling Meals	Schedule C
Council on Aging Executive Director (P.T.)	Schedule C
Custodial Worker	S-5
Data Processing Coordinator	S-19
Dental Hygienist	S-7
Dentist (P.T.)	Schedule C
Deputy Fire Chief	F-4
Director of Civil Defense (P.T.)	Schedule C
Director of Parks and Recreation	S-24
Director of Public Works	S-34
Division Superintendent (Forestry) (1)	S-20
Division Superintendent (Highway) (1)	S-25
Division Superintendent (Sewer) (1)	S-25
Division Superintendent (Water) (1)	S-25
Dog Officer	S-10
Employment Counselor	S-15
Equipment Mechanic	W-6
Equipment Welder	W-6
Executive Clerk	S-10
Executive Secretary, Selectmen (P.T.)	Schedule C
Finance Committee Executive Secretary (P.T.)	Schedule C
Fire Captain (5)	F-3
Fire Chief	F-5
Firefighter (6)	F-1
Fire Lieutenant	F-2
Foreman	W-8
Garage and Equipment Supervisor	S-20
Garage Mechanic	W-4
General Foreman - Highway, Sewer, Water Divisions	S-20
Heavy Motor Equipment Operator	W-4
Inspector of Buildings	S-23
Junior Building Custodian	S-7

SCHEDULE A (Continued)

Class Title	Grade or Schedule
Key Punch Operator	S-6
Key Punch Operator, Junior	S-4
Key Punch Operator, Senior	S-9
Laborer	W-1
Laborer - Senior	W-2
Librarian	S-23
Library Assistant I	S-1
Library Assistant II	S-5
Library Page (P.T.)	Schedule C
Lineman	FA-1
Maintenance Man	W-3
Master Mechanic	W-8
Memorial Park Supervisor	S-17
Meter Repairman	W-4
Motor Equipment Operator	W-2
Nutritionist	S-13
Park Maintenance Man	W-1
Park Maintenance Supervisor (P.T.)	Schedule C
Patrolman (e) (4) (8) (9)	P-2
Personnel Director	S-25
Planning Director	S-25
Playground Leader (P.T.)	Schedule C
Playground Supervisor (P.T.)	Schedule C
Play Leader (P.T.)	Schedule C
Plumbing and Gas Inspector	S-18
Plumbing and Gas Inspector (Substitute) (P.T.)	Schedule C
Police Chief	P-5
Police Lieutenant	P-4
Police Maintenance Man	S-11
Police Matron (P.T.)	Schedule C
Police Sergeant (4) (5) (8) (9) (11)	P-3
Principal Clerk	S-6
Provisional Appointee (Police Dept.)	P-1
Public Health Nurse	S-13
Public Works Craftsman	W-4
Public Works Dispatcher	S-17
Public Works Inspector	S-14
Public Works Specialist	W-5
Pumping Station Operator	W-4
Recreation Parks Supervisor (Maint.)	S-15
Recreation Supervisor	Schedule C
Reference Librarian	S-15
Reference Supervisor	S-16
Registrar of Voters (P.T.)	Schedule C
Sanitarian	S-19
Sanitarian (Substitute) (P.T.)	Schedule C
Sealer of Weights and Measures (P.T.)	Schedule C
Senior Building Custodian	S-11
Senior Clerk	S-4
Shovel Operator	W-6
Storekeeper	W-2

SCHEDULE A (Continued)

Class Title	Grade or Schedule
Student Draftsman and Rodman (P.T.)	Schedule C
Student Trainee, Forestry Division (P.T.)	Schedule C
Switchboard Operator	S-3
Temporary Janitor (P.T.)	Schedule C
Temporary Laborer (P.T.)	Schedule C
Town Comptroller	S-24
Town Counsel (P.T.)	Schedule C
Town Engineer (1)	S-27
Traffic Supervisor (P.T.)	Schedule C
Tree Climber	W-4
Veterans' Agent (P.T.)	Schedule C
Water Meter Reader	W-3
Wiring Inspector	S-18
Wiring Inspector (Substitute) (P.T.)	Schedule C
Women's and Girls' Recreation Supervisor	S-6
Working Foreman	W-6
Young Adults' Librarian	S-15
Youth Co-ordinator	S-24

SCHEDULE A FOOTNOTES

- (1) Additional \$100.00 per month when assigned to and performing the duties of Assistant Director of Public Works.
- (2) Additional \$45.00 per month when assigned to and performing the duties of Office Manager as designated by the Director of Public Works.
- (3) Additional \$60.00 per month when assigned to and performing the duties of Administrative Assistant as designated by the Police Chief.
- (4) Additional \$750.00 per year when assigned to and performing the duties of Detective as designated by the Police Chief.
- (5) Additional \$40.00 per month when assigned to and performing the duties of Station Commander as designated by the Fire Chief and the Police Chief.
- (6) Additional \$50.00 per month when assigned to and performing the duties of Equipment Mechanic as designated by the Fire Chief.
- (7) Additional \$50.00 per month when assigned to and performing the duties of the Mosquito Control Program as designated by the Board of Health.
- (8) Additional \$25.00 per month when assigned permanently to the night shifts as designated by the Police Chief.

- (9) Additional \$50.00 per month when assigned to and performing the duties of a Specialist-Youth Officer as designated by the Police Chief.
- (10) Said Director shall be the Superintendent of Public Works within the meaning of Section 20 to 30, inclusive, of the Needham Special Home Rule Charter Act (Acts of 1971, c. 403), and shall be appointed in the manner, and shall exercise the powers and duties of such Superintendent, specified in said act.
- (11) Additional \$750.00 per year when assigned to and performing the duties of Principal Prosecuting Officer as designated by the Police Chief.
- (12) Additional \$125.00 per month when assigned to and performing the duties of Grounds Division Superintendent as designated by the Director of Public Works.

SCHEDULE B-1

Grade	Minimum	2nd Step	3rd Step	4th Step	Maximum
S-34	22,430.00	23,280.00	24,134.00	24,984.00	25,849.00
S-33	21,577.00	22,430.00	23,280.00	24,134.00	24,984.00
S-32	20,799.00	21,577.00	22,430.00	23,280.00	24,134.00
S-31	20,019.00	20,799.00	21,577.00	22,430.00	23,280.00
S-30	19,318.00	20,019.00	20,799.00	21,577.00	22,430.00
S-29	18,618.00	19,318.00	20,019.00	20,799.00	21,577.00
S-28	17,918.00	18,618.00	19,318.00	20,019.00	20,799.00
S-27	17,297.00	17,918.00	18,618.00	19,318.00	20,019.00
S-26	16,676.00	17,297.00	17,918.00	18,618.00	19,318.00
S-25	16,065.00	16,676.00	17,297.00	17,918.00	18,618.00
S-24	15,515.00	16,065.00	16,676.00	17,297.00	17,918.00
S-23	14,967.00	15,515.00	16,065.00	16,676.00	17,297.00
S-22	14,424.00	14,967.00	15,515.00	16,065.00	16,676.00
S-21	13,883.00	14,424.00	14,967.00	15,515.00	16,065.00
S-20	13,414.00	13,883.00	14,424.00	14,967.00	15,515.00
S-19	12,944.00	13,414.00	13,883.00	14,424.00	14,967.00
S-18	12,482.00	12,944.00	13,414.00	13,883.00	14,424.00
S-17	12,021.00	12,482.00	12,944.00	13,414.00	13,883.00
S-16	11,633.00	12,021.00	12,482.00	12,944.00	13,414.00
S-15	11,242.00	11,633.00	12,021.00	12,482.00	12,944.00
S-14	10,852.00	11,242.00	11,633.00	12,021.00	12,482.00
S-13	10,462.00	10,852.00	11,242.00	11,633.00	12,021.00
S-12	10,072.00	10,462.00	10,852.00	11,242.00	11,633.00
S-11	9,681.00	10,072.00	10,462.00	10,852.00	11,242.00
S-10	9,373.00	9,681.00	10,072.00	10,462.00	10,852.00
S-9	9,060.00	9,373.00	9,681.00	10,072.00	10,462.00
S-8	8,751.00	9,060.00	9,373.00	9,681.00	10,072.00
S-7	8,441.00	8,751.00	9,060.00	9,373.00	9,681.00
S-6	8,131.00	8,441.00	8,751.00	9,060.00	9,373.00
S-5	7,818.00	8,131.00	8,441.00	8,751.00	9,060.00
S-4	7,581.00	7,818.00	8,131.00	8,441.00	8,751.00
S-3	7,352.00	7,581.00	7,818.00	8,131.00	8,441.00
S-2	7,122.00	7,352.00	7,581.00	7,818.00	8,131.00
S-1	6,888.00	7,122.00	7,352.00	7,581.00	7,818.00

TOWN OF NEEDHAM

SCHEDULE B-2

POLICE SALARY SCHEDULE

Grade	Minimum	2nd Step	3rd Step	4th Step	Maximum
P-5		22,581.00	23,429.00	24,271.00	25,114.00
P-4		14,559.00	15,006.00	15,666.00	16,261.00
P-3	12,557.00	12,988.00	13,490.00	12,938.00	14,514.00
P-2		11,291.00	11,714.00	12,413.00	12,557.00
P-1			11,291.00	11,192.00	12,136.00

Effective January 1, 1976 Grade P-4 and each of the said steps applicable to said grade shall be increased as follows:

Step 2 - \$694; Step 3 - \$715; Step 4 - \$746; Step 5 - \$775.

SCHEDULE B-3

FIRE SALARY SCHEDULE

Grade	Minimum	2nd Step	3rd Step	4th Step	Maximum
F-5		22,581.00	23,429.00	24,271.00	25,114.00
F-4		14,559.00	15,006.00	15,666.00	16,261.00
* F-3				12,938.00	13,361.00
* F-2		11,641.00	11,998.00	12,413.00	12,838.00
* F-1	10,144.00	10,493.00	10,844.00	11,192.00	11,541.00

Effective January 1, 1976 Grade F-4 and each of the said steps applicable to said grade shall be increased as follows:

Step 2 - \$694; Step 3 - \$715; Step 4 - \$746; Step 5 - \$775.

SCHEDULE B-4

FIRE ALARM SALARY SCHEDULE

Grade	Minimum	2nd Step	3rd Step	4th Step	Maximum
FA-2	13,414.00	13,883.00	14,424.00	14,967.00	15,515.00
FA-1	11,633.00	12,021.00	12,482.00	12,944.00	13,414.00

SCHEDULE B-5

HOURLY WAGE SCHEDULE

Grade	Minimum	2nd Step	3rd Step	4th Step	Maximum
W-8	5.41	5.62	5.82	6.03	6.26
W-7	5.24	5.41	5.62	5.82	6.03
W-6	5.03	5.24	5.41	5.62	5.82
W-5	4.83	5.03	5.24	5.41	5.62
W-4	4.67	4.83	5.03	5.24	5.41
W-3	4.49	4.67	4.83	5.03	5.24
W-2	4.35	4.49	4.67	4.83	5.03
W-1	4.20	4.35	4.49	4.67	4.83

* These are the rates presently being paid. Negotiations with Unit A Local 1706 have not been completed. A further report will be given at the Town Meeting.

SCHEDULE C

RATES FOR PART-TIME AND SEASONAL POSITION CLASSES

	Minimum	Maximum
Activity Director	(P.T.) Per Week (1)	84.00
Activity Instructor or Supervisor	(P.T.)	15.00
Group A (Per Session)	(P.T.)	18.00
Group B (Per Session)	(P.T.)	21.00
Group C (Per Session)	(P.T.)	25.00
Group D (Per Session)	(P.T.)	32.00
Group E (Per Session)	(P.T.)	1,410.00
Animal Inspector	(P.T.) Per Annum	98.00
Assistant Beach Supervisor	(P.T.) Per Week (1)	98.00
Assistant Recreation Supervisor	(P.T.) Per Week (1)	98.00
Associate Director of Council on Aging	(P.T.) 30 Hours Weekly	6,037.00
Athletic Official or Referee	(P.T.)	5.00
Group A (Per Session)	(P.T.)	7.50
Group B (Per Session)	(P.T.)	10.00
Group C (Per Session)	(P.T.)	12.50
Group D (Per Session)	(P.T.)	15.00
Group E (Per Session)	(P.T.)	84.00
Beach Booth Attendant	(P.T.) Per Week (1)	84.00
Beach Lifeguard	(P.T.) Per Week (1)	123.00
Beach Supervisor	(P.T.) Per Week (1)	41.00
Building Inspector (Substitute)	(P.T.) Per Diem	12.00
Building Inspector (Or Per Inspection)	(P.T.) Per Annum	835.00
Call Firefighter	(P.T.) Per Hour	2.40
Canvasser	(P.T.) Per Hour	2.35
Clerk)	(P.T.) Per Hour	2.20
Clerk)	(P.T.) Per Hour	3.75
Committee Secretary	(P.T.) Per Hour	3.75
Coordinator of Traveling Meals	(P.T.) Per Annum	7,425.00
Council on Aging Executive Director	(P.T.) Per Diem	53.00
Dentist	(T.P.) Per Annum	1,500.00
Director of Civil Defense	(P.T.) Per Annum	6,735.00
Executive Secretary - Selectmen	(P.T.) Per Annum	2,728.00
Finance Committee Executive Secretary	(P.T.) Per Hour	2.10
Library Page	(P.T.) Per Hour	2.20
First Year	(P.T.) Per Hour	2.30
Second Year	(P.T.) Per Week (1)	62.00
Third Year	(P.T.) Per Diem	41.00
Play Leader	(P.T.) Per Hour	12.00
Plumbing and Gas Inspector (Substitute)	(P.T.) Per Hour	2.50
Plumbing and Gas Inspector (Or Per Inspection)	(P.T.) Per Week (1)	8.00
Police Matron	(P.T.) Per Annum	123.00
(Or Minimum)	(P.T.) Per Annum	400.00
Recreation Supervisor	(P.T.) Per Diem	27.00
Registrar of Voters	(P.T.) Per Annum	3,250.00
Sanitarian Substitute		
Sealer of Weights and Measures		

TOWN OF NEEDHAM

Student Draftsman and Rodman		
First Year Student	(P.T.) Per Hour	2.55
Second Year Student	(P.T.) Per Hour	2.85
Third Year Student	(P.T.) Per Hour	3.15
Fourth Year Student	(P.T.) Per Hour	3.35
Fifth Year Student	(P.T.) Per Hour	3.45
Student Trainee (Forestry Division)		
First Year Student	(P.T.) Per Hour	2.54
Second Year Student	(P.T.) Per Hour	2.70
Third Year Student	(P.T.) Per Hour	2.86
Fourth Year Student	(P.T.) Per Hour	3.02
Temporary Janitor	(P.T.) Per Hour	2.40
Temporary Laborer		
First Year	(P.T.) Per Hour	2.20
Second Year	(P.T.) Per Hour	2.30
Third Year	(P.T.) Per Hour	2.43
Fourth Year	(P.T.) Per Hour	2.56
Fifth Year	(P.T.) Per Hour	2.69
Town Counsel	(P.T.) Per Annum	19,275.00
Traffic Supervisor	(P.T.) Per Month	245.00
Veterans' Agent	(P.T.) Per Annum	6,180.00
Wiring Inspector (Substitute)	(P.T.) Per Diem	41.00
Wiring Inspector (Or Per Inspection)		12.00

- (1) Annual step rate increase of \$5.00 per week (maximum 5 steps) after performing a minimum of eleven weeks of full-time service at Rosemary Beach and seven weeks on playgrounds in any calendar year; said service need not be continuous.

YES 128 - NO 62

At 11:25 p.m. Mr. Gilbert W. Cox, Jr. moved that this meeting stand adjourned to Wednesday, May 7, 1975 at 7:30 p.m. at the Newman Junior High School and it was so voted.

Attest:

ROSE O. MACKENZIE
Town Clerk

ADJOURNED ANNUAL TOWN MEETING

MAY 7, 1975

Pursuant to adjournment of the Annual Town Meeting held May 5, 1975 the Inhabitants of the Town of Needham qualified to vote in Town affairs met in the Derwood A. Newman Jr. High School on Wednesday, May 7, 1975 at 7:30 p.m.

Check lists were used and 311 voters were checked on the list which included 225 Town Meeting Members.

Rev. John R. Baker, First Parish in Needham (Unitarian), gave the invocation.

Those Town Meeting Members who were not present May 5th were sworn to the faithful performance of their duties by the Town Clerk.

The Moderator declared a quorum to be present and requested the Town Clerk to so record.

The Town Meeting proceeded to the consideration of Article 11,

ARTICLE 11. To see if the Town will vote to amend Section 7A of the Consolidated Personnel By-Law (General By-Laws, Article IX) by deleting said Section in its entirety and substituting in place thereof the following:

"Section 7A. No appointive position in the service of the Town subject to the within Article IX of the General By-Laws, other than a position the filling of which is mandatory under State Law, Local Charter or By-Law or a position established on an emergency basis to be filled for a period of not more than thirty days, shall be filled by action of the appointing authority concerned before such authority shall have first obtained a certificate of necessity from the Personnel Board. Appropriate application forms seeking a certificate of necessity as herein required shall be furnished by the Personnel Board and shall accompany each and every request by the appointing authority to fill or replace an appointive position subject to this By-Law. The within required application and issuance of a certificate of necessity hereunder by the Personnel Board is intended to achieve and maintain an economical balance between (a) the numbers of appointive employees retained by Town Agencies subject to this By-Law and (b) the work loads of such agencies as authorized in budgets established for these agencies by vote of the Town Meeting.

The filing of an application for a certificate of necessity as herein provided shall, to the extent legally permitted, constitute a waiver of right to claim exempt status for the position referred to in the application, but the appointing authority may obtain an official ruling from the Personnel Board concerning the exempt status of any appointive position prior to filing the application.

Appeals from a decision or action of the Personnel Board herein authorized may be taken to the Town at the next Annual Town Meeting.";

or take any other action relative thereto.

Mr. John J. Ryan, Chairman, Personnel Committee, spoke on the motion under Article 11 under which staffing control would be placed under the jurisdiction of the Personnel Board rather than the Finance Committee. He pointed out that matters of personnel and budget are different and should be handled as separate matters.

Mr. John Hatch representing the Finance Committee stated that the committee is unanimously opposed to the change as proposed under this motion. Also speaking in opposition were, Mr. Peter S. Damon, Mr. Glenn T. Barber, and Mr. John J. McQuillan.

Town Counsel William A. Cross suggested an amendment to Article 11 to include the words "approved by the Finance Committee" thereby bringing together both committees in dealing with matters of personnel.

Mr. Barry R. McDonough offered the following amendment to add in Line 8 after the word "Board" the words "and approval by the finance committee." Said motion was put to a vote and carried YES 138 — NO 64.

The main motion, as amended, was presented and it failed to pass.

MOVED: That the Town amend Section 7A of the Consolidated Personnel By-Law (General By-Laws, Article IX) by deleting said Section in its entirety and substituting in place thereof the following:

"Section 7A. No appointive position in the service of the Town subject to the within Article IX of the General By-Laws, other than a position the filling of which is mandatory under State Law, Local Charter or By-Law or a position established on an emergency basis to be filled for a period of not more than thirty days, shall be filled by action of the appointing authority concerned before such authority shall have first obtained a certificate of necessity from the Personnel Board and approval by the Finance Committee.

Appropriate application forms seeking a certificate of necessity as herein required shall be furnished by the Personnel Board and shall accompany each and every request by the appointing authority to fill or replace an appointive position subject to this By-Law. The within required application and issuance of a certificate of necessity hereunder by the Personnel Board is intended to achieve and maintain an economical balance between (a) the numbers of appointive employees retained by Town Agencies subject to this By-Law and (b) the work loads of such agencies as authorized in budgets established for these agencies by vote of the Town Meeting.

The filing of an application for a certificate of necessity as herein provided shall, to the extent legally permitted, constitute a waiver of right to claim exempt status for the position referred to in the application, but the appointing authority may obtain an official ruling from the Personnel Board concerning the exempt status of any appointive position prior to filing the application.

Appeals from a decision or action of the Personnel Board herein authorized may be taken to the Town at the next Annual Town Meeting."

Mr. Donald M. Keller offered a motion that Article 13 be reconsidered. A discussion followed and Mr. Donald F. Russell moved the previous question which motion carried. Mr. Keller's motion for reconsideration of Article 13 was presented but it failed to pass.

Mr. Norman A. Homsy offered a motion that Articles 14 and 15 be discussed together but voted on separately and it was so voted.

The evening recess was called at 9:00 p.m.

Discussion under Articles 14 and 15 resumed at 9:20 p.m.

ARTICLE 14. To see if the Town will appropriate the sum of \$45,000. for the purpose of razing and removing the building structure and paved area on the

Green Field property and greening the total area heretofore sometimes referred to as the Stephen Palmer Elementary School, said razing and removal of the elementary school building structure contemplates providing additional school athletic or play field facilities; determine how said sum is to be raised and how said sum is to be expended; or take any other action relative thereto.

A motion to amend under Article 14 was offered by Mrs. Virginia H. Hillegass that the sum of \$45,000 be amended to the sum of \$23,000.

Mr. Arthur E. Harkins, Jr., a member of the School Committee, spoke in favor of Article 14 stating that the building is no longer required by the School Department. Mr. William Gorham, Chairman of the Finance Committee, also spoke in favor of Article 14. Speaking in opposition to the proposal under Article 14 were: Mr. Benedict Horowitz, Mr. Henry Hersey, Mr. Hrant Russian, Chairman, Needham Housing Authority, Mr. Sidney Dockser, Vice-Chairman, Council on Aging, Mr. Victor Gatto, Town Meeting Member, and Mrs. Rosalind Mortimer-Maddox, Town Meeting Member.

Mr. Homsy moved that action on Article 14 be postponed until action has been taken on the amendment to Article 15 offered by Mr. Benedict Horowitz which would delay razing the structure and set up a study committee to make a feasibility study of the needs and use of the building and land area, but when put to a vote the motion failed to carry.

Mrs. Hillegass' motion to amend by changing the figure of \$45,000. to \$23,000. was presented and it was so voted.

Mrs. Hillegass' main motion, as amended, was presented but when put to a vote the motion failed to carry.

MOVED: That the Town appropriate the sum of \$23,000. for the purpose of razing and removing the building structure and paved area on the Green Field property and greening the total area heretofore sometimes referred to as the Stephen Palmer Elementary School; said razing and removal of the elementary school building structure contemplates providing additional school athletic or play field facilities; said sum to be raised from the current tax levy and expended under the supervision and direction of School Committee.

YES 83 — NO 125

ARTICLE 15. To see if the Town will vote to authorize a study to be conducted by the Planning Board and the Selectmen's Ad Hoc Town Space Study Committee to make a feasibility study of the needs and use of the Stephen Palmer School building and land area and to report its recommendation to the next Annual Town Meeting or sooner; that a sum of money be appropriated for the use of the School Committee for securing the building and use of said Planning Board and committee;

or take any other action relative thereto.

A motion was made by Mr. Norman A. Homsy to withdraw his motion under Article 15 and it was so voted unanimously.

MOVED: That the Town authorize a study to be conducted by the Planning Board and the Selectmen's Ad Hoc Town Space Study Committee to make a

feasibility study of the needs and use of the Stephen Palmer School building and land area and to report its recommendation to the next Annual Town Meeting or sooner; that the sum of \$17,500. be appropriated for securing the building and use of said Planning Board and Committee; said sum to be raised from the current tax levy and expended under the direction and approval of the School Committee.

Mr. Horowitz' motion to authorize a feasibility study committee was presented and the Moderator stated that it would be the first order of business to come on the floor at the next adjourned session.

At 11:05 p.m. Mr. Gilbert W. Cox, Jr. moved that the meeting be adjourned to Monday, May 12, 1975 at 7:30 p.m. at the Newman Junior High School and it was so voted.

Attest:

ROSE O. MACKENZIE
Town Clerk

ADJOURNED ANNUAL TOWN MEETING

MAY 12, 1975

Pursuant to adjournment of the Adjourned Annual Town Meeting held May 7, 1975 the Inhabitants of the Town of Needham qualified to vote in Town affairs met in the Derwood A. Newman Jr. High School on Monday, May 12, 1975 at 7:30 p.m.

Check lists were used and 308 voters were checked on the list which included 236 Town Meeting Members.

Rev. David R. Ferner, Assistant Pastor, Christ Episcopal Church, gave the invocation.

The Moderator declared a quorum to be present and requested the Town Clerk to so record.

Mr. Horowitz' motion under Article 15 was presented and the Moderator stated that a substitute article has been offered by Mr. Gilbert W. Cox, Jr. Mr. Horowitz moved that his motion under Article 15 be withdrawn and it was so voted.

MOVED: That the Town authorize a feasibility study to be made of the Stephen Palmer School building and land for providing in part other Town agencies needs compatible with the needs of the Public School System; said study to be made by a Committee consisting of seven members to be appointed as follows: one by the Moderator, one by the Selectmen, one by the Finance Committee, one by the School Committee, one by the Future School Needs Committee, one by the Planning Board and one by the Needham League of Women Voters; said Committee to report back to the next Annual Town Meeting or sooner; that the sum of \$3,000 be appropriated for the use of said Committee and to be raised from the current tax levy.

Mr. Cox's motion was presented and he explained that an additional \$5,000. will be needed by the School Department for the purpose of keeping the school open between now and the next town meeting. Mrs. Virginia Hillegass, Chairman of the School Committee, stated that the School Committee supports the substitute motion. Mr. Norman A. Homsy, Chairman of the Planning Board, stated that the Planning Board also supports the substitute motion.

Mr. Victor E. Gatto offered an amendment to strike the words "or razing" in the second line. He stated that he felt this matter had been voted under Article 14. The Moderator ruled that the verbage under Article 15 is broad enough and could find no objection to accepting Mr. Cox's motion in its present form.

Mr. Edward Murphy offered the following amendment:

1) In No. 4 to strike the words "November 30, 1975" and add the words "the next annual town meeting";

2) In the first line of the second paragraph after the word "committee" strike the words "appointed within 30 days" and add the words "to meet by the first week of September".

Mr. Gerald Browne offered an amendment to strike the words "November 30, 1975" in No. 4 and add the words "the next annual town meeting or sooner".

A lengthy discussion followed and Mr. John F. Milligan moved the previous question as to the main motion and all amendments and it was so voted.

Mr. Browne's motion to amend was presented and it failed to pass.

Mr. Murphy's amendment was presented and it failed to pass. Mr. Gatto's amendment was presented and it failed to pass. The main motion was then presented and it was

VOTED: That the Town authorize a study committee to formulate a plan for the use or razing of the Stephen Palmer building and for appropriate utilization of the land, said committee to be charged as follows:

1. To evaluate present and future space needs of Town agencies and citizen groups;

2. To inventory present and expected availability in existing Town and school structures;

3. To determine renovation, operating and maintenance costs to create suitable space for the needs of Town agencies and-or citizen groups as compared with present and future savings associated with razing the Stephen Palmer building;

4. To report to the Town Meeting no later than November 30, 1975.

Said study to be made by a committee appointed within 30 days consisting of eight members to be appointed as follows: one by the Moderator, one by the Selectmen, one by the Finance Committee, one by the School Committee, one by

the Future School Needs Committee, one by the Planning Board, one by the Needham League of Women Voters and one by the Retired Men's Club;

That the sum of \$3,000 be appropriated for said study committee.

A motion was offered by Mr. John J. McQuillan, that Articles 31, 32, 33, 34 and 35 all of which concern metered parking be advanced to a time certain, that time being immediately after the evening recess Wednesday, May 14th, in the event that said articles 31 - 35 have not otherwise been disposed of and it was so unanimously voted.

ARTICLE 16. To see if the Town of Needham will vote to increase the amount paid to Town Officers and Employees for use of privately owned motor vehicles for Town purposes from the present rate of 12c per mile to 15c per mile; or take any other action relative thereto.

Dr. Kenneth Christophe spoke on the motion to increase the amount paid to Town employees for use of privately owned motor vehicles for Town purposes from the present rate of twelve cents per mile to fifteen cents per mile. Speaking in opposition was Mr. David Devine who stated that the Finance Committee is opposed to this proposal. After further discussion, Mr. James M. Colman moved the previous question and it was so voted.

The main motion was presented and it failed to pass.

MOVED: That the Town vote to increase the amount paid to Town Officers and Employees for use of privately owned motor vehicles for Town purposes from the present rate of 12c per mile to 15c per mile.

ARTICLE 17. To see if the Town will vote to insert the following new section in Article II of its General By-Laws; "Section 21. The Town Meeting may appropriate, and authorize the expenditure of, town funds for the purpose of providing the voters of the town with factual information relative to measures to be voted upon by the voters at elections in the town. Measures, as used in this section, shall be deemed to mean measures submitted to the voters for acceptance or rejection under the Needham Special Town Charter Act, as amended, or any other law, but shall not be deemed to include a new or revised charter or charter amendment proposed by a Charter Commission, or a measure required to be discussed in the Information for Voters published by the Secretary of the Commonwealth, or any measure placed upon the ballot by a state general law not relating to the organization, powers, duties, obligations and finances of the Town;" or take any other action relative thereto.

Mr. James Hugh Powers spoke on the proposal which will add a new Section to the General By-Laws empowering the Town Meeting to appropriate funds to provide voters with information on questions appearing on the Town ballot.

A discussion followed and Mr. Arthur Tiernan moved the previous question and it was so voted.

The main motion was presented and it was

VOTED: That the Town insert the following new section in Article II of its General By-Laws; "Section 21. The Town Meeting may appropriate, and authorize

the expenditure of, town funds for the purpose of providing the voters of the town with factual information relative to measures to be voted upon by the voters at elections in the town. Measures, as used in this section, shall be deemed to mean measures submitted to the voters for acceptance or rejection under the Needham Special Town Charter Act, as amended, or any other law, but shall not be deemed to include a new or revised charter or charter amendment proposed by a Charter Commission, or a measure required to be discussed in the Information for Voters published by the Secretary of the Commonwealth, or any measure placed upon the ballot by a state general law not relating to the organization, powers, duties, obligations and finances of the Town".

ARTICLE 18. To see what sums of money the Town will vote to raise and appropriate for the necessary Town charges and expenses.

Under Article 18 the Moderator stated he would read the various items in the budget and if any Town Meeting Member wished to discuss an item or offer a substitute motion he was to indicate this by calling "question" or "debate". Those items so indicated were: 1, 4, 5, 7, 10, 12, 17, 26, 29, 30, 31, 32, 44, 48, 52, 55, 60, 61, 62, 68, 71, 78, 79, 81, 83, 87, 90, 91, 95, 97, 98, 100, 102, 104, 105, 112, 115, 117, 118, 120, 121, 122, 124, 126, 129, 136, 138, 147, 148, 156, 158, 160, 166, 168, 171, 172, 175, 176 and 179.

Mr. William Gorham, Chairman of the Finance Committee, opened the budget discussion and briefly reviewed the financial status of the town.

The evening recess was called at 9:10 p.m.

Discussion under the budget article resumed at 9:30 p.m.

Mr. Gorham proposed that Line Item No. 10 be increased to a new amount of \$500. Mr. Sidney J. Dockser moved that this item be reduced to \$.0 and when put to a vote the motion carried. Mr. Dockser also made the following motions relative to out-of-state travel allotments —

- In line No. 26 that the figure be changed from \$200. to \$.0
- In line No. 44 that the figure be changed from \$150. to \$.0
- In line No. 60 that the figure be changed from \$400. to \$.0
- In line No. 91 that the figure be changed from \$300. to \$.0
- In line No. 97 that the figure be changed from \$1,000 to \$.0
- In line No. 124 that the figure be changed from \$3,000. to \$1,500.

These motions when presented failed to pass.

Mr. Dockser also moved that the figure under Line item No. 78 be changed to zero, but after a discussion requested unanimous consent to withdraw his motion and it was so unanimously voted.

The following amendments to the budget article, presented by the Finance Committee, were voted in the affirmative:

VOTED:

- Line 1 — changed from \$57,700. to \$59,162.
- Line 5 — changed from \$45,759. to \$46,849.
- Line 7 — changed from \$72,600. to \$73,300.

TOWN OF NEEDHAM

- Line 17 — changed from \$2,538. to \$2,728.
- Line 29 — changed from \$16,000. to \$12,400.
- Line 30 — changed from \$450. to \$ 0.
- Line 31 — changed from \$19,417. to \$19,819.
- Line 32 — changed from \$1,425. to \$3,225.
- Line 55 — the budget figure of \$1,285,000. to be raised as follows:
 (By transfer of \$240,000. from federal revenue sharing funds, P.L. 95-512, and the balance of \$1,045,000. from the current tax levy).
- Line 62 — changed from \$27,455. to \$28,000.
- Line 68 — changed from \$3,024. to \$3,251.
- Line 79 — changed from \$12,000. to \$12,400.
- Line 81 — changed from \$9,155. to \$9,384.
- Line 87 — changed from \$65,000. to \$60,000.
- Line 95 — changed from \$71,420. to \$73,112.
- Line 98 — changed from \$151,608. to \$155,075.
- Line 100 — changed from \$120,119. to \$122,734.
- Line 102 — changed from \$87,009. to \$88,989.
- Line 104 — changed from \$303,378. to \$309,263.
- Line 105 — changed from \$6,000. to 7,000.
- Line 112 — changed from \$286,917. to \$293,305.
- Line 115 — changed from \$228,155. to \$233,188.
- Line 117 — the budget figure of \$35,000. to be raised as follows:
 (By transfer of \$20,000. from unexpended balance of Article 29 of 1972 Annual Town Meeting and the balance of \$15,000. from the current tax levy).
- Line 118 — changed from \$73,244. to \$76,076.
- Line 120 — changed from \$33,700. to \$30,200.
- Line 121 — changed from \$2,900,000. to \$2,943,800.
- Line 122 — changed from \$1,320,000. to \$1,310,000.
- Line 126 — changed from \$15,500. to \$16,331.
- Line 129 — the budget figure of \$245,669. to be raised as follows:
 (By transfer of \$3,302.36 from the Town's share of the unexpended balance of the Dog Fund; \$897.69 from Barr and Greenwood Trust Funds, \$11,155.50 from State Library Assistance and balance of \$230,313.45 from the current tax levy.)
- Line 147 — the budget figure of \$910,000. to be raised as follows:
 (By transfer of \$75,000. from the Ridge Hill Reservation Purchase State Reimbursement Fund and the balance of \$835,000. from the current tax levy.)
- Line 148 — the budget figure of \$149,914. to be raised as follows:
 (By transfer of \$11,687.50 from the Ridge Hill Reservation Purchase State Reimbursement Fund and the balance of \$138,226.50 from the current tax levy.)
- Line 156 — the budget figure of \$225,000. to be raised by transfer from overlay surplus reserve.
 (A motion to amend this figure to \$150,000. did not pass.)
- Line 158 — the budget figure of \$385,000. to be raised as follows:
 (By transfer of \$70,000. from Blue Cross-Blue Shield escrow dividend fund, town share and the balance of \$315,000. from current tax levy.)
- Line 166 — the budget figure of \$8,847,263. to be raised as follows:
 (By transfer of \$291,644. from monies to be received under the provisions of Chapter 766, Acts of 1972, the balance of \$8,555,619. from current tax levy.)

Line 168 — the budget figure of \$410,875. to be raised as follows:
(By transfer of \$500.83 from Dwight School Fund and balance of \$410,374.17 from current tax levy.)

Line 172 — changed from \$683,900. to \$688,900.

A motion was made by Mr. Murray Gintis that the budget figure of \$890,000. as proposed by the Finance Committee under Line 71 be raised as follows:

By transfer of \$8,000. from Off-Street Parking Meter Fund; and as proposed by Finance Committee by transfer of \$160,000. from federal revenue sharing funds, P.L. 92-512 and the balance of \$722,000. from current tax levy.

After discussion, when put to a vote this motion carried.

A motion was made by Mr. Arthur Tiernan that the figure of \$500. under Line 137 be increased to \$1,000., but when put to a vote this motion failed to pass. Upon Mr. Carlin's request, the discussion then returned to Line 10 in the Assessors' budget. A motion was made by Mr. Carlin to restore \$500., as proposed by the Finance Committee, to the Assessors' budget and it was so voted.

VOTED: To reinstate the figure of \$500. in Line Item 10 - Travel Out of State - Assessors' budget.

The main motion under Article 18 with the various amendments thereto was presented and it was

VOTED: That the following sums of money be authorized and appropriated for the several specific purposes hereinafter designated, together with authority to credit the purchase price of new equipment with the value of old equipment turned in, said sums of money to be expended only for such purposes under the direction of the respective Boards, Committees or officers of the Town for the fiscal year beginning July 1, 1975 as follows:

Accounting:

1. Salaries	59,162
2. Expenses	5,800
3. Capital Outlay	-
4. Travel Out of State	500

Data Processing:

5. Salaries	46,849
6. Expenses	34,241

Assessors:

7. Salaries	73,300
8. Expenses	8,400
9. Capital Outlay	-
10. Travel Out of State	500

Board of Appeals:

11. Salaries	1,692
12. Expenses	1,308

TOWN OF NEEDHAM

Council on Aging:

13. Salaries	14,224
14. Expenses	3,776
15. Capital Outlay	-
16. Travel Out of State	-

Finance Committee:

17. Salaries	2,728
18. Expenses	400

Legal:

19. Salaries	19,362
20. Expenses	2,118
21. Damages	1,000
22. Capital Outlay	-

Planning Board:

23. Salaries	26,387
24. Expenses	2,400
25. Technical Assistance	1,013
26. Travel Out of State	200

Registrars:

27. Salaries	11,642
28. Expenses	9,000
29. Tellers and Canvassers	12,400
30. Capital Outlay	-

Personnel Board:

31. Salaries	19,819
32. Expenses	3,225

Selectmen:

33. Salaries	24,845
34. Expenses	2,250
35. Town Meetings	6,800

Telephone - Town Hall:

36. Salaries	9,750
37. Expenses	23,500

Town Hall and Grounds:

38. Salaries	26,400
39. Expenses	15,880
40. Capital Outlay	1,900

Town Clerk:

41. Salaries	33,631
42. Expenses	2,375
43. Capital Outlay	-
44. Travel Out of State	150

Treasurer and Tax Collector:

45. Salaries	48,050
46. Expenses	12,950
47. Capital Outlay	-

Youth Commission:

48. Salaries	52,400
49. Expenses	8,100
50. Capital Outlay	

PROTECTION OF PERSONS AND PROPERTY

Civil Defense:

51. Salaries	5,824
52. Expenses	10,776
53. Travel Out of State	-
54. Capital Outlay	800

Fire Department:

* 55. Salaries	1,285,000
56. Building Maintenance	16,950
57. Capital Outlay	-
58. Equipment and Supplies	16,750
59. Medical and Service Expenses	8,250
60. Travel Out of State	400
61. Equipment Maintenance	10,650

Fire Alarm:

62. Salaries	28,000
63. Expenses	12,700
64. Equipment Maintenance	1,200

Building:

65. Salaries	56,790
66. Expenses	915
67. Capital Outlay	-

Sealer of Weights and Measures:

68. Salaries	3,251
69. Expenses	1,075
70. Capital Outlay	-

Police:

* * 71. Salaries	890,000
72. Auto Maintenance	36,000
73. Building Maintenance	11,000
74. Capital Outlay	2,100
75. Communications	6,000
76. Operating Expenses	12,500
77. Signal System	2,300

* This sum to be raised by transfer of \$1,285,000, to be raised as follows:
(By transfer of \$240,000 from federal revenue sharing funds, P.L. 95-512, and the balance of \$1,045,000. from the current tax levy.)

** This sum to be raised by transfer of \$8,000 from Off-Street Parking Meter Fund, transfer of \$160,000 from federal revenue sharing funds, P.L. 92-512 and balance of \$722,000 from current tax levy.

TOWN OF NEEDHAM

78. Travel Out of State	500
79. Uniforms	12,400
80. Crime Check Committee	1,500

Animal Control Division:

81. Salaries	9,384
82. Expenses	325
83. Capital Outlay	3,400

HEALTH SERVICES

Board of Health:

84. Salaries	81,491
85. Expenses	7,950
86. Capital Outlay	-
87. Garbage Removal	60,000
88. Hospitalization	500
89. Mental Health - Norfolk County	15,652
90. Mosquito Control	2,500
91. Travel Out of State	300
92. Mentally Retarded	7,500

Dental Health:

93. Salaries	8,750
94. Expenses	4,200

PUBLIC WORKS

Administration:

95. Salaries	73,112
96. Expenses	3,510
97. Travel Out of State	1,000

Engineering:

98. Salaries	155,075
99. Expenses	4,900

Forestry:

100. Salaries	122,734
101. Expenses	14,770

Garage and Equipment:

102. Salaries	88,989
103. Expenses	51,550

Highway:

104. Salaries	309,263
105. Salaries - Parking Meter Fund	7,000
106. Expenses	92,000
107. Street Lighting	104,000
108. Highway Repairs	5,000
109. Equipment Replacement	77,000

TOWN CLERK'S RECORDS

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Snow and Disaster:

110. Overtime Salaries	50,000
111. Expenses	60,000

Sewer:

112. Salaries	293,305
113. Expenses	27,900
114. House Connections	14,000

Water:

115. Salaries	233,188
116. Expenses	123,100
* 117. Main Extensions and Services	35,000

Grounds:

118. Salaries	76,076
119. Expenses	50,150
120. Capital Outlay	30,200

HOSPITAL

Glover Hospital:

121. Salaries	2,943,800
122. Expenses	1,310,000
123. Capital Outlay	162,000
124. Travel Out of State	3,000
125. X-Ray	106,000

VETERANS' SERVICES

Veterans' Services:

126. Salaries	16,331
127. Expenses and Transportation	500
128. Benefits	75,000

LIBRARIES

Public Library:

* * 129. Salaries	245,669
130. Bindings	1,500
131. Books and Periodicals	62,000
132. Building Maintenance	25,122

* This sum to be raised by transfer of \$20,000 from unexpended balance of Article 29-1972 Annual Town Meeting and the balance of \$15,000 from current tax levy.

* * This sum to be raised by transfer of \$3,302.36 from the Town's share of the unexpended balance of Dog Fund, \$897.69 from Barr and Greenwood Trust Funds, \$11,155.50 from State Library Assistance and balance of \$230,313.45 from current tax levy.

TOWN OF NEEDHAM

133. Expenses and Supplies	17,251
134. Capital Outlay	-
135. Branch Rent	3,000
136. Travel Out of State	458

PARKS AND RECREATION

Memorial Park:

137. Expenses	500
138. Capital Outlay	-

Conservation:

139. Salaries	500
140. Conservation Fund	-
141. Expenses	1,000

Parks and Recreation:

142. Salaries	141,247
143. Expenses	46,253
144. Capital Outlay	4,500
145. Engineering Services	1,000
146. Travel Out of State	-

DEBT AND INTEREST

* 147. Maturing Bonds	910,000
** 148. Bond Interest	149,914
149. Temporary Loan Interest	10,000
150. Fiscal Cycle Loan - Prin. - Schools	307,000
151. Fiscal Cycle Loan - Int. - Schools	33,790

PENSIONS

Contributory Retirement:

152. Contributions	645,969
153. Expenses	3,500

Pensions and Annuities:

154. Haddock and McLeod	3600
155. Chapter 32 Retirements	132,100

* This sum to be raised by transfer of \$75,000 from the Ridge Hill Reservation Purchase State Reimbursement Fund and the balance of \$835,000 from current tax levy.

** This sum to be raised by transfer of \$11,687.50 from the Ridge Hill Reservation Purchase State Reimbursement Fund and the balance of \$138,226.50 from the current tax levy.

TOWN CLERK'S RECORDS

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UNCLASSIFIED

Finance Committee:

* 156.	Reserve Fund	225,000
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Selectmen - Miscellaneous:

157.	Insurance	110,000
** 158.	Accident & Health & Group Life Insurance	385,000
159.	Workmen's Compensation Self Insurance Fund and Premium Account	85,000
160.	Property and Casualty Self Insurance Fund	5,000
161.	Advertising	75
162.	Care of Soldiers' Graves	800
163.	Memorial Day	1,000
164.	Town Report	6,000
165.	Governmental Review Committee	

SCHOOLS

*** 166.	Salaries	8,847,263
167.	Administration	22,800
**** 168.	Instruction	410,875
169.	Other School Services	71,042
170.	Cafeteria Assistance	45,000
171.	Pupil Transportation	200,330
172.	Operation and Maintenance of Plant	688,900
173.	Community Services	45,000
174.	Fixed Asset Acquisitions	42,290
175.	Tuitions, other Districts	100,000
176.	Out of State Travel	4,000
177.	Summer School	23,500
178.	Adult Evening Education	24,000
179.	Capital Outlay - Renovation of Physical Properties	80,000

At 11:10 p.m. Mr. Gilbert W. Cox, Jr. moved that this meeting stand adjourned to Wednesday, May 14, 1975 at 7:30 p.m. at the Newman Junior High School and it was so voted.

Attest:

ROSE O. MACKENZIE
Town Clerk

* This sum to be raised by transfer from overlay surplus reserve.

** This sum to be raised by transfer of \$70,000 from Blue Cross-Blue Shield escrow dividend fund, town share, and the balance of \$315,000 from current tax levy.

*** This sum to be raised by transfer of \$291,644 from monies to be received under the provisions of Chapter 766, Acts of 1972, the balance of \$8,555,619 from current tax levy.

**** This sum to be raised by transfer of \$500.83 from Dwight School Fund and balance of \$410,374.17 from current tax levy.

ADJOURNED ANNUAL TOWN MEETING

May 14, 1975

Pursuant to adjournment of the Adjourned Annual Town Meeting held May 12, 1975 the Inhabitants of the Town of Needham qualified to vote in Town affairs met in the Derwood A. Newman Jr. High School on Wednesday, May 14, 1975 at 7:30 p.m.

Check lists were used and 271 voters were checked on the list which included 220 Town Meeting Members.

Rev. Francis P. Connors, Pastor, St. Joseph's Church, gave the invocation.

The Moderator declared a quorum to be present and requested the Town Clerk to so record.

The Town Meeting proceeded to the consideration of Article 19.

ARTICLE 19. To see if the Town Meeting will vote to request our Senator and Representatives in the General Court to file appropriate bills for the enactment of legislation which will give to town meetings, and to city councils or their equivalent in cities, the authority to defeat or modify by a two-thirds vote the appropriation requests made to them by school committees, such action to have the full force and effect of law; or take any other action relative thereto.

Mr. Garrity's motion was presented by the Moderator. He also stated that in the event Mr. Garrity's motion fails, or if it is withdrawn, Mr. Horowitz will present a substitute motion which would allow Town Meetings by a four-fifths vote to delete or reduce school committee budget expenditures. A discussion followed under Mr. Garrity's motion, but when put to a vote the motion failed to carry.

MOVED: That the Town request our Senator and Representatives in the General Court to file appropriate bills for the enactment of legislation which will give to town meetings, and to city councils or their equivalent in cities, the authority to defeat or modify by a two-thirds vote the appropriation requests made to them by school committee, such action to have the full force and effect of law.

YES 96 — NO 103

Mr. Horowitz' motion was presented.

MOVED: That the Town through the Board of Selectmen request our Senator and Representatives in the General Court to support Senate Bill 419 and House Bill 3270 which would provide a constitutional amendment to allow town meetings by a four-fifths vote to delete or reduce school committee budget expenditures.

A discussion followed and Mrs. Reynolds then offered an amendment to strike the words "Senate Bill 419 and House Bill 3270" and substitute therefor the word "legislation". When put to a vote Mrs. Reynolds' motion carried. Mr. Horowitz' motion, as amended, was presented and it was

VOTED: That the Town through the Board of Selectmen request our Senator and Representatives in the General Court to support legislation which would

provide a constitutional amendment to allow town meetings by a four-fifths vote to delete or reduce school committee budget expenditures.

YES 140 — NO 58

The evening recess was called at 8:55 p.m.

After the recess unanimous consent was given to discuss Articles 31-34 together. On May 12, 1975 it was voted to advance these articles to a time certain, that time being immediately after the evening recess on Wednesday, May 14, 1975.

ARTICLE 31. To see if the Town will vote to authorize the Board of Selectmen, in its discretion, to expend the sum of \$7,500. for the purpose of installing a Parking Control System in the Chestnut Street Parking Lot; to see if available funds in the existing Off-Street Parking Meter Account are to be used for this purpose, or to take any other action relative thereto.

Mrs. E. Loretta Reynolds spoke on the motion offered by Benedict Horowitz under Article 31 stating that the Board of Selectmen endorse this article for the installation of a new parking control system in the Chestnut Street parking lot. Also speaking in favor of the proposal were: Mr. John J. McQuillan, Needham Business Advisory Committee, Mr. Arnold Lambert, Needham Businessmen's Association; Mr. Dexter Marsh, Newton-Needham Chamber of Commerce; Mr. William Mather, Finance Committee; and Mr. George Giunta, Planning Board. Speaking in opposition were: Mrs. Joyce Rockmore, Mr. Peter W. Carre, Mr. Daniel Chin. Unanimous consent was given for Mr. Peugeot, representing Texas Instrument Co., to address Town Meeting and to answer questions regarding the availability of parts. After further discussion, Mr. Walter E. Steeves, Jr., moved the previous question and it was so voted.

The main motion was presented and it was

VOTED: That the Town authorize the Board of Selectmen, in its discretion, to expend the sum of \$7,500. for the purpose of installing a Parking Control System in the Chestnut Street Parking Lot; that said sum be transferred from Off-Street Parking Meter Account and expended under the supervision and direction of the Board of Selectmen.

YES 106 — NO 82

ARTICLE 32 To see if the Town will vote to authorize the Board of Selectmen, in its discretion, to expend the sum of \$7,500. for the purpose of installing a Parking Control System in the Eaton Square Parking Lot; to see if available funds in the existing Off-Street Parking Meter Account are to be used for this purpose, or to take any other action relative thereto.

ARTICLE 33 To see if the Town will vote to authorize the Board of Selectmen, in its discretion, to expend the sum of \$7,500. for the purpose of installing a Parking Control System in the Dedham Avenue Parking Lot; to see if available funds in the existing Off-Street Parking Meter Account are to be used for this purpose, or to take any other action relative thereto.

ARTICLE 34. To see if the Town will vote to authorize the Board of Selectmen, in its discretion to expend the sum of \$12,000. for the purpose of entering into an agreement on behalf of the Town for the acquisition, installation and maintenance of parking meters to replace the existing meters now located in the Chapel Street, Chestnut Street and Lincoln Street Parking Lots; to see if available funds in the Off-Street Parking Meter Fund account are to be used for this purpose; to authorize the Board of Selectmen to establish fees or continue the existing fees for the use of such meters pursuant to the authority of General Laws Chapter 40, Sections 22B and 22C; or take any other action relative thereto.

Mr. Benedict Horowitz requested unanimous consent to withdraw Articles 32, 33 and 34 and it was so voted.

ARTICLE 35. To see if the Town will vote to authorize the Board of Selectmen, in its discretion to expend the sum of \$17,000. for the purpose of improving the Lincoln Street Parking Lot; to see if available funds in the existing Off-Street Parking Meter Account are to be used for this purpose; or take any other action relative thereto.

Mr. Benedict Horowitz spoke in behalf of the motion which would provide funds for the beautification of the Lincoln Street parking lot.

Mr. Robert A. MacEwen, Director of Public Works, also spoke in favor of the proposal and presented graphic sketches showing the proposed improvements. A discussion followed and Mr. Donald M. Keller moved the previous question and it was so voted.

The main motion was presented and it was

VOTED: That the Town authorize the Board of Selectmen, in its discretion to expend the sum of \$17,000. for the purpose of improving the Lincoln Street Parking Lot; that said sum be transferred from the Off-Street Parking Meter Account and expended under the supervision and direction of the Board of Selectmen.

At 10:55 p.m., Mr. Gilbert W. Cox, Jr. moved that this meeting stand adjourned to Monday, May 19, 1975 at 7:30 p.m. at the Newman Junior High School and it was so voted.

Attest:

ROSE O. MACKENZIE
Town Clerk

ADJOURNED ANNUAL TOWN MEETING

May 19, 1975

Pursuant to adjournment of the Adjourned Annual Town Meeting held May 14, 1975 the Inhabitants of the Town of Needham qualified to vote in Town affairs met in the Derwood A. Newman Jr. High School on Monday, May 19, 1975 at 7:30 p.m.

Check lists were used and 264 voters were checked on the list which included 218 Town Meeting Members.

Rev. Robert P. Deeley, Assistant Pastor, St. Bartholomew Church, gave the invocation.

The Moderator declared a quorum to be present and requested the Town Clerk to so record.

ARTICLE 20. To see if the Town will vote to amend its Special Home Rule Charter Act (Chapter 403, Acts of 1971, as amended) as authorized by Chapter 43B of the General Laws, as amended, by adding thereto following section 12 the following new Section:

"Section 12A, Right of Initiative; Initiative Procedures. Registered voters of the town may, by initiative petition prepared and filed in accordance with the provisions of this section, propose to any annual town meeting the passage of a measure and, if such measure be not so passed by said annual town meeting, may cause such measure to be submitted to the voters of the town for their approval or disapproval thereof as hereinafter provided. However, no measure shall be proposed by initiative petition hereunder which: (1) makes a specific appropriation to pay for the costs of a study or to pay for a capital acquisition or improvement, (2) amends the zoning map or zoning by-laws of the town, or (3) proposes the submission to the voters of the town of an amendment to the charter.

An initiative petition shall set forth the full text of the measure proposed by the petitioners, and shall first be signed by not less than one-hundred and no more than two hundred and fifty registered voters of the town, each of whom shall sign his name and record his address on said petition as his name and address appear on the list of registered voters. Said initiative petition shall be submitted to the town counsel not later than the fifteenth day of January prior to the annual town meeting into which that petition is to be introduced. If said town counsel shall certify that the measure proposed by said initiative petition does not conflict with the constitution or laws of the Commonwealth, and that it includes only subjects not excluded from the initiative by this section, said initiative petition shall then be filed by him with board of selectmen, who shall cause the measure proposed therein to be included in the warrant for the annual town meeting aforesaid as an initiative article, so designated; provided, however, that if the town counsel shall fail, within ten days following his receipt of an initiative petition, to notify the board of selectmen in writing of his reasons for not certifying said petition, that petition shall be deemed to have been certified by him, and, upon the request of any registered voter who had previously signed such petition, the board of selectmen shall cause the measure therein proposed to be included in the aforesaid warrant as an initiative article, so designated.

Whenever an initiative article is included in the warrant for an annual town meeting, the moderator shall give to any registered voter of the town who signed the initiative petition the privilege of making the first substantive motion under the initiative article, which shall be in the words of the proposal in said article. The moderator shall allow opportunity for debate on such initiative article and motions thereunder, and shall not accept a motion to put the previous questions as to the first substantive motion or as to any motion in substitution therefor until the petitioners and their opponents have been afforded a

reasonable time within which to present their arguments non-repetitiously. The town meeting shall act on the first substantive motion in the form in which it is presented, and, if such motion is not passed, the town meeting may take such other action under the initiative article which is within the scope thereof, including the adoption of any alternative measure. Action under an initiative article shall be taken by majority, two-thirds or such other vote as may be required by the nature of such action under applicable state laws.

If such annual town meeting shall dissolve without having adopted, enacted or voted passage of the first substantive motion presented as aforesaid under an initiative article, but if at least one-fourth of the total number of town meeting members voting upon such first substantive motion shall have voted in the affirmative, the original petitioners of said initiative article may complete their petition by filing with the board of selectmen an additional number of signatures of registered voters of the town which, when combined with the signatures of the original petitioners, will equal in number not less than fifteen percent of the total number of persons registered to vote in the town. Each additional signatory voter shall sign his name, and record his address, upon the petition as the same appear on the list of registered voters, and all such additional signatures shall be gathered not earlier than the day following the day on which the aforesaid town meeting dissolved, and shall be filed with the board of selectmen as set forth above not later than twenty days, exclusive of Sundays and legal holidays, following said dissolution.

If such annual town meeting shall have adopted, enacted or voted passage of any motion as an alternative to or substitute for the first substantive motion above referred to, the original petitioners of the initiative article may in like manner complete their initiative petition by filing with the board of selectmen an additional number of signatures, all as provided in the next preceding paragraph.

Within ten days after the filing of the completed initiative petition as aforesaid, the Selectmen shall issue a call for a special meeting of the voters, which shall be held within fourteen days after the issuing of that call, for the purpose of presenting to the voters at large the measure proposed in said petition which has been acted upon unfavorably by the town meeting, and any alternative measure which may have been adopted by the town meeting, provided, however, that the fourteen days aforesaid shall not include any Sunday or legal holiday, or any day between the first Wednesday in July and the first Wednesday in September immediately following, during which latter interval no such special meeting shall be held. Both of said measures shall appear upon the ballot to be voted upon by the voters at large, and shall be stated in the same language and form used in the motions acted upon by the town meeting, as appearing in the records of said meeting. The check list shall be used in the same manner as in the election of town officers.

If a majority of the registered voters of the town voting, thereon, and at least twenty percent of all the registered voters, shall vote in the affirmative on either such first substantive motion or upon such alternative motion, the measure voted upon in the affirmative by the number of voters thus required and the measure receiving the larger number of votes if conflicting measures are approved shall take effect immediately or at such later time as may be specified in such

measure, or if it be a by-law subject to the approval of the Attorney-General it shall take effect subject to section thirty-two of chapter forty of the General Laws; provided, however, that any measure the passage of which shall by law require a two-thirds affirmative vote of the town meeting members voting thereon in a town meeting shall, if proposed by an initiative petition hereunder, or if it be an alternate measure adopted by the town meeting, shall require the affirmative vote of two-thirds of the registered voters voting thereon at a special meeting called by the Board of Selectmen under this section. Any measure proposed by initiative petition, or adopted by affirmative vote of the town meeting, and approved by the registered voters of the town under this section shall thereafter be subject to amendment, revision or repeal by the town meeting, subject to the right of referendum by petition as provided in Section thirteen.”;

or take any other action relative thereto.

A motion was made that Articles 20 and 21 be discussed together but voted on separately and it was so unanimously voted.

Mr. James Hugh Powers, Vice Chairman, Governmental Review Committee, spoke in behalf of the motion offered by Mr. H. Phillip Garrity, Jr. and presented the views of the committee relative to the proposed revision of the Town Charter regarding initiative and referendum procedures. He also offered the following amendment:

MOVED: That the main motion be amended by adding, at the end thereof, the following:

“No provision in this section shall negate or in any way limit the right of ten or more registered voters to have an article inserted in the annual town meeting warrant at their written request, or the right of one hundred registered voters, or ten percent of the total number of registered voters of the town, whichever number is the lesser, to have an article inserted in a special town meeting warrant at their written request, or the right of two hundred registered voters or of twenty percent of the total number of registered voters of the town, whichever number is the lesser, to request in writing the calling of a special town meeting, all as provided for in Chapter 39, Section 10, of the General Laws.”

Mr. Elmer J. Roka offered an amendment to strike the words in the motion under Article 20 “fifteen percent of the total number of persons registered to vote” and insert in place thereof the following “two thousand registered voters.”

An extended discussion followed and Mr. Arthur M. Tiernan, Jr. moved the previous question and it was so voted.

Mr. Roka’s motion to amend by striking the words “fifteen percent of the total number of persons registered to vote” and inserting in place thereof “two thousand registered voters” was presented but it failed to pass.

Mr. Powers’ amendment was presented and it was unanimously

VOTED: That the main motion be amended by adding, at the end thereof, the following:

"No provision in this section shall negate or in any way limit the right of ten or more registered voters to have an article inserted in the annual town meeting warrant at their written request, or the right of one hundred registered voters, or ten percent of the total number of registered voters of the town, whichever number is the lesser, to have an article inserted in a special town meeting warrant at their written request, or the right of two hundred registered voters or of twenty percent of the total number of registered voters of the town, whichever number is the lesser, to request in writing the calling of a special town meeting, all as provided for in Chapter 39, Section 10, of the General Laws.

The main motion, as amended, was presented and it was

VOTED: That the Town amend its Special Home Rule Charter Act (Chapter 403, Acts of 1971, as amended) as authorized by Chapter 43B of the General Laws, as amended, by adding thereto following section 12 the following new Section:

"Section 12A. Right of Initiative; Initiative Procedures. Registered voters of the town may, by initiative petition prepared and filed in accordance with the provisions of this section, propose to any annual town meeting the passage of a measure and, if such measure be not so passed by said annual town meeting, may cause such measure to be submitted to the voters of the town for their approval or disapproval thereof as hereinafter provided. However, no measure shall be proposed by initiative petition hereunder which: (1) makes a specific appropriation of money from the treasury of the town other than an appropriation to pay for the costs of a study or to pay for a capital acquisition or improvement, (2) amends the zoning map or zoning by-laws of the town, or (3) proposes the submission to the voters of the town of an amendment to the charter.

An initiative petition shall set forth the full text of the measure proposed by the petitioners, and shall first be signed by not less than one-hundred and no more than two hundred and fifty registered voters of the town, each of whom shall sign his name and record his address on said petition as his name and address appear on the list of registered voters. Said initiative petition shall be submitted to the town counsel not later than the fifteenth day of January prior to the annual town meeting into which that petition is to be introduced. If said town counsel shall certify that the measure proposed by said initiative petition does not conflict with the constitution or laws of the Commonwealth, and that it includes only subjects not excluded from the initiative by this section, said initiative petition shall then be filed by him with board of selectmen, who shall cause the measure proposed therein to be included in the warrant for the annual town meeting aforesaid as an initiative article, so designated; provided, however, that if the town counsel shall fail, within ten days following his receipt of an initiative petition, to notify the board of selectmen in writing of his reasons for not certifying said petition, that petition shall be deemed to have been certified by him, and, upon the request of any registered voter who had previously signed such petition, the board of

selectmen shall cause the measure therein proposed to be included in the aforesaid warrant as an initiative article, so designated.

Whenever an initiative article is included in the warrant for an annual town meeting, the moderator shall give to any registered voter of the town who signed the initiative petition the privilege of making the first substantive motion under the initiative article, which shall be in the words of the proposal in said article. The moderator shall allow opportunity for debate on such initiative article and motions thereunder, and shall not accept a motion to put the previous questions as to the first substantive motion or as to any motion in substitution therefor until the petitioners and their opponents have been afforded a reasonable time within which to present their arguments non-repetitiously. The town meeting shall act on the first substantive motion in the form in which it is presented, and, if such motion is not passed, the town meeting may take such other action under the initiative article which is within the scope thereof, including the adoption of any alternative measure. Action under an initiative article shall be taken by majority, two-thirds or such other vote as may be required by the nature of such action under applicable state laws.

If such annual town meeting shall dissolve without having adopted, enacted or voted passage of the first substantive motion presented as aforesaid under an initiative article, but if at least one-fourth of the total number of town meeting members voting upon such first substantive motion shall have voted in the affirmative, the original petitioners of said initiative article may complete their petition by filing with the board of selectmen an additional number of signatures of registered voters of the town which, when combined with the signatures of the original petitioners, will equal in number not less than fifteen percent of the total number of persons registered to vote in the town. Each additional signatory voter shall sign his name, and record his address, upon the petition as the same appear on the list of registered voters, and all such additional signatures shall be gathered not earlier than the day following the day on which the aforesaid town meeting dissolved, and shall be filed with the board of selectmen as set forth above not later than twenty days, exclusive of Sundays and legal holidays, following said dissolution.

If such annual town meeting shall have adopted, enacted or voted passage of any motion as an alternative to or substitute for the first substantive motion above referred to, the original petitioners of the initiative article may in like manner complete their initiative petition by filing with the board of selectmen an additional number of signatures, all as provided in the next preceding paragraph.

Within ten days after the filing of the completed initiative petition as aforesaid, the Selectmen shall issue a call for a special meeting of the voters, which shall be held within fourteen days after the issuing of that call, for the purpose of presenting to the voters at large the measure proposed in said petition which has been acted upon unfavorably by the town meeting, and any alternative measure which may have been adopted by the town meeting, provided, however, that the fourteen days aforesaid shall not include any Sunday or legal holiday, or any day between the first Wednesday in July and the first Wednesday in September immediately following, during which latter interval no such special meeting shall be held. Bost of said measures

shall appear upon the ballot to be voted upon by the voters at large, and shall be stated in the same language and form used in the motions acted upon by the town meeting, as appearing in the records of said meeting. The check list shall be used in the same manner as in the election of town officers.

If a majority of the registered voters of the town voting, thereon, and at least twenty percent of all the registered voters, shall vote in the affirmative on either such first substantive motion or upon such alternative motion, the measure voted upon in the affirmative by the number of voters thus required and the measure receiving the larger number of votes if conflicting measures are approved shall take effect immediately or at such later time as may be specified in such measure, or if it be a by-law subject to the approval of the Attorney-General it shall take effect subject to section thirty-two of chapter forty of the General Laws; provided, however, that any measure the passage of which shall by law require a two-thirds affirmative vote of the town meeting members voting thereon in a town meeting shall, if proposed by an initiative petition hereunder, or if it be an alternate measure adopted by the town meeting, shall require the affirmative vote of two-thirds of the registered voters voting thereon at a special meeting called by the Board of Selectmen under this section. Any measure proposed by initiative petition, or adopted by affirmative vote of the town meeting, and approved by the registered voters of the town under this section shall thereafter be subject to amendment, revision or repeal by the town meeting, subject to the right of referendum by petition as provided in Section thirteen."

No provision in this section shall negate or in any way limit the right of ten or more registered voters to have an article inserted in the annual town meeting warrant at their written request, or the right of one hundred registered voters, or ten percent of the total number of registered voters of the town, whichever number is the lesser, to have an article inserted in a special town meeting warrant at their written request, or the right of two hundred registered voters or of twenty percent of the total number of registered voters of the town, whichever number is the lesser, to request in writing the calling of a special town meeting, all as provided for in Chapter 39, Section 10, of the General Laws.

YES 199 — NO 3

ARTICLE 21. To see if the Town will vote to amend its Special Home Rule Charter Act (Chapter 403, Acts of 1971, as amended) as authorized by Chapter 43B of the General Laws, as amended, by striking out Section 13 in its entirety and inserting in place the following new Section:

"Section 13. Referenda on Representative Town Meeting Action. No final vote of a town meeting passing a measure under any article in the warrant, except a vote to adjourn or dissolve, or a vote appropriating money for the payment of notes or bonds of the town and interest thereon becoming due within the current fiscal year, or a vote for the temporary borrowing of money in anticipation of revenue, or a vote declared by preamble by a two-thirds vote of the town meeting members present and voting thereon to be an emergency measure necessary for the immediate preservation of the peace, health, safety, or convenience of the town, shall be operative until after the expiration

of ten days, exclusive of Sundays and legal holidays, from the dissolution of the town meeting.

If within said ten days a referendum petition, signed by not less than fifteen percent of the registered voters of the town, containing their names and addresses as the same appear on the list of registered voters, is filed with the board of selectmen requesting that the measure passed by any such vote which has not become operative as aforesaid be submitted to the voters of the town at large, then the operation of such vote shall be further suspended pending its determination as hereinafter provided, and the board of selectmen, within ten days after the filing of the referendum petition, shall call a special meeting which shall be held within fourteen days after the issuing of the call for the purpose of presenting to the voters at large the measure so involved; provided, however, that the fourteen days aforesaid shall not include any Sunday or legal holiday, or any day between the first Wednesday in July and the first Wednesday of September immediately following, during which latter interval no such special meeting shall be held.

All votes upon any measure so submitted shall be taken by ballot; and the measure so submitted shall be stated upon the ballot in the same language and form in which the motion was adopted by the Town Meeting, as appears from the records of said town meeting. The check list shall be used in the same manner as in the election of town officers. If a majority of the registered voters of the town voting thereon, and at least twenty percent of all the registered voters, shall vote in the negative, the action of the town meeting in passing the measure which is the subject of the referendum petition shall be null and void; otherwise, such measure, as voted by the town meeting, shall take effect immediately upon the declaration by the selectmen of the vote upon the referendum, or at such later date as may be specified by said vote of the town meeting.

If such referendum petition is not filed within said period of ten days, the vote of the town meeting passing the measure which is the subject of the said petition shall become operative upon the expiration of said period, or at such later date as the vote passing said measure may specify."

or take any other action relative thereto.

Mr. Garrity's motion under Article 21 was presented and a discussion ensued. Mr. Elmer J. Roka offered an amendment to strike the words "fifteen percent of the registered" and insert in place thereof the words "two thousand." Mr. Daniel P. Matthews offered an amendment to delete the word "fifteen" in Mr. Roka's amendment and insert in place thereof the word "five." Mr. Matthews' amendment was presented but the motion failed to carry. Mr. Roka's motion to amend was presented but it failed to carry. The main motion was then presented and it was

VOTED: That the Town amend its Special Home Rule Charter Act (Chapter 403, Acts of 1971, as amended) as authorized by Chapter 43B of the General Laws, as amended, by striking out Section 13 in its entirety and inserting in place the following new Section:

"Section 13. Referenda on Representative Town Meeting Action.
No final vote of a town meeting passing a measure under any article in

the warrant, except a vote to adjourn or dissolve, or a vote appropriating money for the payment of notes or bonds of the town and interest thereon becoming due within the current fiscal year, or a vote for the temporary borrowing of money in anticipation of revenue, or a vote declared by preamble by a two-thirds vote of the town meeting members present and voting thereon to be an emergency measure necessary for the immediate preservation of the peace, health, safety, or convenience of the town, shall be operative until after the expiration of * twenty days exclusive of Sundays and legal holidays, from the dissolution of the town meeting,

If within said twenty days a referendum petition, signed by not less than fifteen percent of the registered voters of the town, containing their names and addresses as the same appear on the list of registered voters, is filed with the board of selectmen requesting that the measure passed by any such vote which has not become operative as aforesaid be submitted to the voters of the town at large, then the operation of such vote shall be further suspended pending its determination as hereinafter provided, and the board of selectmen, within ten days after the filing of the referendum petition, shall call a special meeting which shall be held within fourteen days after the issuing of the call for the purpose of presenting to the voters at large the measure so involved; provided, however, that the fourteen days aforesaid shall not include any Sunday or legal holiday, or any day between the first Wednesday in July and the first Wednesday of September immediately following, during which latter interval no such special meeting shall be held.

All votes upon any measure so submitted shall be taken by ballot; and the measure so submitted shall be stated upon the ballot in the same language and form in which the motion was adopted by the Town Meeting, as appears from the records of said town meeting. The check list shall be used in the same manner as in the election of town officers. If a majority of the registered voters of the town voting thereon, and at least twenty percent of all the registered voters, shall vote in the negative, the action of the town meeting in passing the measure which is the subject of the referendum petition shall be null and void; otherwise, such measure, as voted by the town meeting, shall take effect immediately upon the declaration by the selectmen of the vote upon the referendum, or at such later date as may be specified by said vote of the town meeting.

If such referendum petition is not filed within said period of twenty days, the vote of the town meeting passing the measure which is the subject of the said petition shall become operative upon the expiration of said period, or at such later date as the vote passing said measure may specify."

YES 198 — NO 6

ARTICLE 22. To see if the Town will vote to amend its Special Home Rule Charter Act (Chapter 403 of the Acts of 1971, as amended) as authorized by Chapter

* (See Art. 55 - May 28, 1975).

43B of the General Laws, as amended, by deleting from Section 19 of said Act, which enumerates "Other Elected Officers" of the Town, the following provisions:

"Three members of the board of health for a term of three years"; and by inserting immediately after the words "A town counsel" in Section 20 of said Act, which enumerates "Appointed Officials" of the Town, the following provision:

"Three members of the board of health for a term of three years; provided, however, that of the said members first appointed by the selectmen, one shall be appointed for a term of one year, one for a term of two years and one for a term of three years, and that their successors shall be appointed for a term of three years as herein specified"; or take any other action relative thereto.

Mr. Donald E. Kidd, a member of the Governmental Review Committee, spoke in behalf of the motion presented by Mr. H. Phillip Garrity, Jr. This proposed charter amendment would provide for the appointment of the members of the Board of Health rather than their being elected. Mr. John C. Hatch stated that the Finance Committee is in favor of this motion. Dr. Kenneth Christophe, Chairman, Board of Health, spoke in opposition stating that this would be a step backward and that an appointed Board would no longer be an independent body. A discussion followed and Mr. Arthur M. Tiernan, Jr. moved the previous question and it was so voted. The main motion was presented and it failed to carry.

MOVED: That the Town amend its Special Home Rule Charter Act (Chapter 403 of the Acts of 1971, as amended) as authorized by Chapter 43B of the General Laws, as amended, by deleting from Section 19 of said Act, which enumerates "Other Elected Officers" of the Town, the following provisions:

"Three members of the board of health for a term of three years"; and by inserting immediately after the words "A town counsel" in Section 20 of said Act, which enumerates "Appointed Officials" of the Town, the following provision:

"Three members of the board of health for a term of three years; provided, however, that of the said members first appointed by the selectmen, one shall be appointed for a term of one year, one for a term of two years and one for a term of three years, and that their successors shall be appointed for a term of three years as herein specified."

YES 46 — NO 159

ARTICLE 23. To see if the Town will vote to amend Article VI of its General By-Laws applicable to the Glover Memorial Hospital by striking out Section 6 thereof in its entirety and by inserting in place thereof the following:

"Section 6. The Board of Trustees shall be organized in such committees, with such members, powers and duties, as may be determined by rules and regulations adopted by said Board as amended by it from time to time.";

or take any other action relative thereto.

VOTED: That the Town amend Article VI of its General By-Laws applicable to the Glover Memorial Hospital by striking out Section 6 thereof in its entirety and by inserting in place thereof the following:

“Section 6. The Board of Trustees shall be organized in such committees, with such members, powers and duties, as may be determined by rules and regulations adopted by said Board as amended by it from time to time.”

ARTICLE 24. To see if the Town will appropriate a sum of money to purchase electronic voting machines for the use of the Town; determine how said sum is to be raised and how expended; or take any other action relative thereto.

Mrs. E. Loretta Reynolds moved that the main motion under Article 24 be amended by adding a semicolon following the final word “Selectmen” and the following:

“and since the Board of Selectmen publicly advertised for bids in the leasing of the electronic voting machines used during the 1975 Annual Town election which leasing agreement provided for a two-thirds credit of the amount charged for leasing to be applied toward the purchase price thereby establishing a firm net cost to the Town of \$29,000 if the purchase of the electronic voting machines from the lessor is consummated on or before September 1, 1975, it is hereby determined by the Town that public bidding as required by our General By-Laws, Article II, Section 7, or otherwise, has been fully satisfied or not applicable to the purchase herein authorized.”

Mr. Glenn Barber offered an amendment to strike the word “electronic” and insert in place thereof the word “manual”, but when put to a vote the motion failed to carry.

Mrs. Reynolds’ motion to amend was presented and it was so voted by a unanimous vote.

The main motion, as amended, was presented and it was

VOTED: That the Town appropriate the sum of \$29,000 to purchase electronic voting machines for the use of the Town; said sum to be raised from the current tax levy and expended under the supervision and direction of the Board of Selectmen; and since the Board of Selectmen publicly advertised for bids in the leasing of the electronic voting machines used during the 1975 Annual Town election which leasing agreement provided for a two-thirds credit of the amount charged for leasing to be applied toward the purchase price thereby establishing a firm net cost to the Town of \$29,000 if the purchase of the electronic voting machines from the lessor is consummated on or before September 1, 1975, it is hereby determined by the Town that public bidding as required by our General By-Laws, Article II, Section 7, or otherwise, has been fully satisfied or not applicable to the purchase herein authorized.

ARTICLE 25. To see if the Town will vote to authorize the Board of Selectmen to accept and enter into contract for the expenditure of any funds allotted or to be allotted by the Commonwealth and-or County for the construction, recon-

struction and improvement of Town roads; or take any other action relative thereto.

Mrs. Marcia M. Carleton offered an amendment to add after the words "and improvement of Town roads" the words "and that the Selectmen be instructed as road agents for the town, that it is the sense of this Town Meeting, that special care be taken to preserve and protect historic landmarks and buildings along any roadway that is to be repaired or reconstructed using state, county, or local highway funds." When put to a vote Mrs. Carleton's motion carried unanimously.

The main motion, as amended, was presented and it was

VOTED: That the Town authorize the Board of Selectmen to accept and enter into contract for the expenditure of any funds allotted or to be allotted by the Commonwealth and-or County for the construction, reconstruction and improvement of Town roads, and that the Selectmen be instructed as road agents for the Town, that it is the sense of this Town Meeting, that special care be taken to preserve and protect historic landmarks and buildings along any roadway that is to be repaired or reconstructed using state, county or local highway funds.

ARTICLE 26. To see if the Town will vote to accept the following streets or portions thereof, constructed by developers under the requirements of the Subdivision Control Law and as laid out by the Board of Selectmen according to plans on file with the Town Clerk:

Hancock Road	— Meetinghouse Circle to 230 Feet Easterly
Mallard Road	— Meetinghouse Circle to End of 1966 Acceptance
Meetinghouse Circle	— Central Avenue to Hancock Road
Paine Road	— Hancock Road to End of 1970 Acceptance
Stewart Road	— Great Plain Avenue to Alden Road

including the taking or acceptance of easements as shown on said plans; or take any other action relative thereto.

Mr. H. Phillip Garrity, Jr. moved that the main motion under Article 26 be amended by adding after the word "Easterly" on the line beginning with "Hancock Road" a semicolon and the following:

"and 255 feet Easterly and 645 feet Westerly from Paine Road"

and it was so voted unanimously.

The main motion, as amended, was presented and it was

VOTED: That the Town accept the following streets or portions thereof, constructed by developers under the requirements of the Subdivision Control Law and as laid out by the Board of Selectmen according to plans on file with the Town Clerk:

Hancock Road	— Meetinghouse Circle to 230 Feet Easterly; and 255 Feet Easterly and 645 Feet Westerly from Paine Road
Mallard Road	— Meetinghouse Circle to End of 1966 Acceptance
Meetinghouse Circle	— Central Avenue to Hancock Road
Paine Road	— Hancock Road to End of 1970 Acceptance
Stewart Road	— Great Plain Avenue to Alden Road

including the taking or acceptance of easements as shown on said plans.

UNANIMOUS VOTE

ARTICLE 28. To see if the Town will vote to raise and appropriate a sum of money for expenses (Town salaries and wages being included in the budget) for sewer main construction in certain streets and ways as petitioned for by abutters under the provisions of law authorizing the assessment of betterments, where applicable, and for various intercepting sewers in public ways and private lands; determine how said sum shall be raised, whether by a transfer from the Sewer Assessment Reserve Account or from other available funds, from the current tax levy or by borrowing or by two or more of said means; and how expended; or take any other action relative thereto.

VOTED: That the Town appropriate the sum of \$58,000 for expenses (Town salaries and wages being included in the budget) for sewer main construction in certain streets and ways as petitioned for by abutters under the provisions of law authorizing the assessment of betterments, where applicable, and for various intercepting sewers in public ways and private lands; said sum to be *transferred from the Sewer Assessment Reserve Account and expended under the supervision and direction of the Board of Selectmen.

UNANIMOUS VOTE

ARTICLE 36. To see if the Town will vote to authorize the Board of Selectmen to permanently construct, reconstruct, resurface, alter or make specific repairs upon all or portions of various Town Ways, authorize the expenditure of funds provided, or to be provided by the Commonwealth of Massachusetts, Department of Public Works, under the provisions of Chapter 825 of the Acts of 1974 as they become available for this purpose; or take any other action relative thereto.

VOTED: That the Town authorize the Board of Selectmen to permanently construct, reconstruct, resurface, alter or make specific repairs upon all or portions of various Town Ways, authorize the expenditure of funds provided, or to be provided by the Commonwealth of Massachusetts, Department of Public Works, under the provisions of Chapter 825 of the Acts of 1974 as they become available for this purpose.

* (See Art. 55 - May 28, 1975)

ARTICLE 37. To see if the Town will appropriate a sum of money for the replacement of Engine No. 3 of the Fire Department; determine how said sum shall be raised and how expended; or take any other action relative thereto.

In the discussion which followed Mr. Roy A. Kelley offered the following amendment which was

VOTED: That the motion under this article be amended by striking the words "No. 3" and inserting in place thereof the words "No. 7."

The main motion, as amended, was presented and it was

VOTED: That the Town appropriate the sum of \$72,694. for the replacement of Engine No. 7 of the Fire Department; said sum to be raised from the current tax levy and expended under the supervision of the Fire Chief.

ARTICLE 38. To see if the Town will vote to amend its Zoning By-Law by striking out (1) in the definition of a "Family", Section 1.3.8., and inserting in place thereof the following:

"(1) one or more persons related by blood or marriage and including not more than eight additional persons of which not more than six may be foster children and not more than four may be persons other than foster children, or"

or take any other action relative thereto.

Mrs. Ellen M. Canavan spoke on the motion offered by Mr. Norman A. Homsy which clarifies the definition of "family." A lengthy discussion followed and Mr. F. Hartwell Swaffield was sworn in as a teller to replace Mr. Raymond F. Bosworth who was absent this evening.

The main motion was presented and it was

VOTED: That the Town amend its Zoning By-Law by striking out (1) in the definition of a "Family", Section 1.3.8., and inserting in place thereof the following:

"(1) one or more persons related by blood or marriage and including not more than eight additional persons of which not more than six may be foster children and not more than four may be persons other than foster children, or"

A two-thirds vote being required — it was YES 163 — NO 11.

Two motions were offered relative to adjournment. Mr. Gerald Browne moved that the meeting stand adjourned to Wednesday, May 21, 1975 at 7:30 p.m. and Mr. Ronald Morrison moved that the meeting stand adjourned to Tuesday, May 20, 1975 at 8:00 p.m. A discussion followed and Mr. James M. Colman moved the previous question and it was so voted. Mr. Morrison's motion was presented, but it failed to pass. Mr. Browne's motion was then presented and at 11:00 p.m. it was

TOWN OF NEEDHAM

VOTED: That the meeting stand adjourned to Wednesday, May 21, 1975 at 7:30 p.m. at the Newman Jr. High School.

Attest:

ROSE O. MACKENZIE
Town Clerk

ADJOURNED ANNUAL TOWN MEETING

MAY 21, 1975

Pursuant to adjournment of the Adjourned Annual Town Meeting held May 19, 1975 the Inhabitants of the Town of Needham qualified to vote in Town affairs met in the Derwood A. Newman Jr. High School on Wednesday, May 21, 1975 at 7:30 p.m.

Check lists were used and 249 voters were checked on the list which included 202 Town Meeting Members.

Rev. Richard L. Dodds, Associate Minister, Congregational Church of Needham, gave the invocation.

The Moderator declared a quorum to be present and requested the Town Clerk to so record.

Mr. John J. Ryan moved that the vote under Article 10 be reconsidered. He explained that the Personnel Board had re-negotiated with the unions relative to the town employee sick leave clause which had been deleted at the May 5th meeting. The motion for reconsideration carried.

The main motion, as amended and voted on May 5th was read by the Moderator.

VOTED: That the Town amend The Consolidated Personnel By-Law by deleting Section 28 in its entirety and by substituting thereof the following:

"Section 28. Non-Occupational Sick Leave. The granting of non-occupational sick leave and the payment of compensation to persons on non-occupational sick leave shall be subject to the following provisions:

(a) Consistent with the eligibility of each employee subject to this By-Law on the effective date of this Section, there shall be credited to each such employee's record the total amount of non-occupational sick leave available to each employee as determined under the prior provisions of Section 28. For the succeeding calendar year after the effective date hereof and each successive calendar year thereafter there shall accrue to each eligible employee subject to this By-Law an additional one (1) day per month or proportionate part thereof as hereinafter provided for less than permanent full time employees which shall be added to the employee's permanent record of available non-occupational sick leave time, and shall hereafter be

known and referred to as "Non-Occupational Unused Accumulated Sick Leave" or "Total Sick Leave Credit." All new employees entering the Town service hereunder after the effective date hereof shall be credited with said one (1) day per month or proportionate part thereof as hereinafter specified.

(b) During each calendar year beginning with the effective date hereof, there shall be charged to each employee's Total Sick Leave Credit or deducted therefrom the total number of days absent from performing the usual assigned duties because of non-occupational illness and for which the employee was paid the usual compensation. At the election of the employee subject to this By-Law and when such employee is entitled to the benefits and subject to the provisions of General Laws, Chapter 152, the employee shall be entitled to receive his net pay to the extent permitted under said Chapter 152 but limited to the credit available from such employee's Total Sick Leave Credits and if such additional benefit is elected by the employee his or her Total Sick Leave Credit will be charged for the appropriate time thus used. No payment shall be made as a claim under this Section without the prior approval of the Personnel Board or the Personnel Director. A physician's certificate may be required by the department head or the Personnel Board in any case of non-occupational sick leave claimed hereunder.

(c) In the instance of a part-time employee filling a permanent position as defined in this By-Law, non-occupational sick leave credits and charges referred to in (a) and (b) above shall apply, but the amount of non-occupational sick leave credit shall accrue in the ratio that their part-time employment bears to full time employment.

(d) An employee subject to this By-Law who terminates his or her services with the Town by retirement, because of disability or because of death shall be entitled to a cash payment at his current rate for 25 percent of his or her Unused Accumulated Sick Leave Credit outstanding after proper adjustments are made for the current calendar year. In the case of death, the surviving spouse or duly designated beneficiary shall be entitled to the payment due hereunder, or if there is no surviving spouse or duly designated beneficiary, to the duly appointed legal representative of his or her estate.

(e) The head of each department shall investigate and ascertain the validity of any request for non-occupational sick leave made by an employee of his department, and shall approve the same if he is satisfied as to the validity of such request. A physician's certificate may be required by the department head or by the Personnel Board in any case of non-occupational sick leave claimed hereunder.

The foregoing amendment shall become effective January 1, 1976.

The following amendment was offered by Mr. Ryan:

To amend Section 28 of the Consolidated Personnel By-Law by reinstating a portion of the earlier proposed subparagraph (e) but containing specific limitations in the following language:

“(f) When an employee has exhausted his accumulated sick leave benefits, additional sick leave of up to 60 days per calendar year may be granted by the Personnel Board. In determining whether such additional sick leave shall be granted, the Personnel Board shall take past absences of the employee and the length of continual service into account.”

An amendment was also offered by Mr. Richard S. Cass to strike the words “60 days” and insert in place thereof the words “30 days”. A discussion followed and Mr. John J. McQuillan moved the previous question which motion carried. Mr. Cass’ motion was presented but it failed to pass. Mr. Ryan’s motion to amend was then presented and it was

VOTED: To amend Section 28 of the Consolidated Personnel By-Law by adding subparagraph (f):

(f) When a employee has exhausted his accumulated sick leave benefits, additional sick leave of up to 60 days per calendar year may be granted by the Personnel Board. In determining whether such additional sick leave shall be granted, the Personnel Board shall take past absences of the employee and the length of continual service into account.

The main motion, as amended, was presented, and it was

VOTED: That the Town amend The Consolidated Personnel By-Law by deleting Section 28 in its entirety and by substituting therefor the following:

“Section 28. Non-Occupational Sick Leave. The granting of non-occupational sick leave and the payment of compensation to persons on non-occupational sick leave shall be subject to the following provisions:

(a) Consistent with the eligibility of each employee subject to this By-Law on the effective date of this Section, there shall be credited to each such employee’s record the total amount of non-occupational sick leave available to each employee as determined under the prior provisions of Section 28. For the succeeding calendar year after the effective date hereof and each successive calendar year thereafter there shall accrue to each eligible employee subject to this By-Law an additional one (1) day per month or proportionate part thereof as hereinafter provided for less than permanent full time employees which shall be added to the employee’s permanent record of available non-occupational sick leave time, and shall hereafter be known and referred to as “Non-Occupational Unused Accumulated Sick Leave” or “Total Sick Leave Credit.” All new employees entering the Town service hereunder after the effective date hereof shall be credited with said one (1) day per month or proportionate part thereof as hereinafter specified.

(b) During each calendar year beginning with the effective date hereof, there shall be charged to each employee’s Total Sick Leave Credit or deducted therefrom the total number of days absent from performing the usual assigned duties because of non-occupational

illness and for which the employee was paid the usual compensation. At the election of the employee subject to this By-Law and when such employee is entitled to the benefits and subject to the provisions of General Laws, Chapter 152, the employee shall be entitled to receive his net pay to the extent permitted under said Chapter 152 but limited to the credit available from such employee's Total Sick Leave Credits and if such additional benefit is elected by the employee his or her Total Sick Leave Credit will be charged for the appropriate time thus used. No payment shall be made as a claim under this Section without the prior approval of the Personnel Board or the Personnel Director. A physician's certificate may be required by the department head or the Personnel Board in any case of non-occupational sick leave claimed hereunder.

(c) In the instance of a part-time employee filling a permanent position as defined in this By-Law, non-occupational sick leave credits and charges referred to in (a) and (b) above shall apply, but the amount of non-occupational sick leave credit shall accrue in the ratio that their part-time employment bears to full time employment.

(d) An employee subject to this By-Law who terminates his or her services with the Town by retirement, because of disability or because of death shall be entitled to a cash payment at his current rate for 25 percent of his or her Unused Accumulated Sick Leave Credit outstanding after proper adjustments are made for the current calendar year. In the case of death, the surviving spouse or duly designated beneficiary shall be entitled to the payment due hereunder, or if there is no surviving spouse or duly designated beneficiary, to the duly appointed legal representative of his or her estate.

(e) The head of each department shall investigate and ascertain the validity of any request for non-occupational sick leave made by an employee of his department, and shall approve the same if he is satisfied as to the validity of such request. A physician's certificate may be required by the department head or by the Personnel Board in any case of non-occupational sick leave claimed hereunder.

“(f) When an employee has exhausted his accumulated sick leave benefits, additional sick leave of up to 60 days per calendar year may be granted by the Personnel Board. In determining whether such additional sick leave shall be granted, the Personnel Board shall take past absences of the employee and the length of continual service into account.”

The foregoing amendment shall become effective January 1, 1976.

ARTICLE 39. To see if the Town will vote to amend its Zoning By-Law by deleting the present Section 4.3.3. and substituting the following:

4.3.3. Minimum Side and Rear Line Setbacks

“No part of any principal permitted building or structure hereafter erected on a lot having a frontage of one hundred (100) feet or more shall be constructed, altered or relocated within fifteen (15) feet of the side or rear lines of said lot; no part of any principal per-

mitted building or structure hereafter erected on a lot having a frontage of less than one hundred (100) feet shall be constructed, altered or relocated within ten (10) feet of the side or rear lines of said lot.

No accessory building or structure, excepting fences, shall be constructed, altered or relocated so that any part thereof shall be less than ten (10) feet from any other building or structure or less than five (5) feet from the side or rear lines of the lot on which such building or structure is located."

VOTED: That the Town amend its Zoning By-Law by deleting the present Section 4.3.3. and substituting the following:

4.3.3. Minimum Side and Rear Line Setbacks

"No part of any principal permitted building or structure hereafter erected on a lot having a frontage of one hundred (100) feet or more shall be constructed, altered or relocated within fifteen (15) feet of the side or rear lines of said lot; no part of any principal permitted building or structure hereafter erected on a lot having a frontage of less than one hundred (100) feet shall be constructed, altered or relocated within ten (10) feet of the side or rear lines of said lot.

No accessory building or structure, excepting fences, shall be constructed, altered or relocated so that any part thereof shall be less than ten (10) feet from any other building or structure or less than five (5) feet from the side or rear lines of the lot on which such building or structure is located."

UNANIMOUS VOTE

ARTICLE 40. To see if the Town will vote to amend its Zoning By-Law by deleting the present Section 5.5 and substituting the following:

5.5. Trailers

"No automotive type of trailer, whether mobile or immobile, hereafter put in place upon any land within the Town, shall be occupied for living purposes or business purposes for a period exceeding thirty (30) days in the aggregate in any one (1) year; provided, however, that the Board of Appeals may grant a special permit for such use on a temporary basis for a longer period. No such trailer or boat shall be placed closer than 5 feet to any lot line in any district."

or take any other action relative thereto.

The following amendment was offered by Mr. Norman A. Homsy, Chairman of the Planning Board.

MOVED: That the main motion under Article 40 be amended by adding a comma after the word "district" and the following: "

"except that the Board of Appeals may grant a special permit for distances less than 5 feet, where unfavorable physical conditions such as topography or width and size of the lot warrant special consideration and where granting of such a permit would not be detrimental to the public safety."

A motion to amend was presented by Mr. Edward B. Ginn to strike the word "such" in the last sentence and insert in place thereof the following words "automotive type of".

Mr. Barry R. McDonough offered a motion to amend by adding after the word "no" in the first sentence the words "boat or".

Mr. Raeburn B. Hathaway, Jr. offered a motion to refer the subject matter of Article 40 to the Planning Board for study, to report to the 1976 Annual Town Meeting or sooner. This motion when put to a vote carried.

VOTED: To refer the subject matter of Article 40 to the Planning Board for study, to report to the 1976 Annual Town Meeting or sooner.

The main motion and amendments offered by Mr. Homsy, Mr. Ginn and Mr. McDonough were not acted on due to motion to refer which carried.

ARTICLE 41. To see if the Town will vote to amend Section 3.2 Schedule of Use Regulations of its Zoning By-Law as follows: *

USE	SR	GR	A-1	A-2	I	B	M
Change:							
Single family detached dwelling	Y	Y	Y	Y	Y	Y	Y
To:							
Single family detached dwelling	Y	Y	Y	Y	Y	Y	<u>N</u>
Change:							
Two-family detached dwelling	N	Y	Y	Y	N	Y	Y
To:							
Two-family detached dwelling	N	Y	Y	Y	N	Y	<u>N</u>
Change:							
Conversion of a single family dwelling to a two-family dwelling	SP	SP	SP	SP	SP	SP	SP
To:							
Conversion of a single family dwelling to a two-family dwelling	SP	<u>Y</u>	<u>Y</u>	<u>Y</u>	SP	SP	<u>N</u>
Change:							
Cafe or lecture room associated with a private school	N	N	N	N	Y	Y	Y
To:							
Cafeteria or lecture room associated with a private school	N	N	N	N	<u>SP</u>	<u>SP</u>	<u>SP</u>

The only use changes are designated by double-underlining.

Change:

Research laboratory or
statistical office
associated with a private
school, including printing,
binding and electrotyping
as incidental uses

N N N N Y Y Y

To:

Research laboratory or
statistical office
associated with a private
school, including printing,
binding and electrotyping
as incidental uses

N N N N SP SP SP

or take any other action relative thereto.

VOTED: That the Town amend Section 3.2 Schedule of Use Regulations of its Zoning By-Law as follows:

USE	SR	GR	A-1	A-2	I	B	M
Change: Single family detached dwelling	Y	Y	Y	Y	Y	Y	Y
To: Single family detached dwelling	Y	Y	Y	Y	Y	Y	N
Change: Two-family detached dwelling	N	Y	Y	Y	N	Y	Y
To: Two-family detached dwelling	N	Y	Y	Y	N	Y	N
Change: Conversion of a single family dwelling to a two-family dwelling	SP	SP	SP	SP	SP	SP	SP
To: Conversion of a single family dwelling to a two-family dwelling	SP	Y	Y	Y	SP	SP	N
Change: Cafe or lecture room associated with a private school	N	N	N	N	Y	Y	Y
To: Cafeteria or lecture room associated with a private school	N	N	N	N	SP	SP	SP

Change:

Research laboratory or
statistical office
associated with a private
school, including printing,
binding and electrotyping
as incidental uses

N N N N Y Y Y

To:

Research laboratory or
statistical office
associated with a private
school, including printing,
binding and electrotyping
as incidental uses

N N N N SP SP SP

A two-thirds vote being required, it was YES 178 — NO 12.

ARTICLE 42. To see if the Town will vote to amend the Town's Zoning Map by changing from general residence district to business district all that land now located in a general residence district which lies west of Pickering Street and on both sides of Pickering Place to the easterly limit of Highland Place;

or take any other action relative thereto.

A motion under Article 42 was offered by Mr. Norman A. Homsy to refer the subject matter under Article 42 back to the Planning Board for further study and when put to a vote the motion carried unanimously.

ARTICLE 43. To see if the Town will vote to insure future compliance with the National Flood Insurance Program as follows:

WHEREAS, certain areas of Needham are subject to periodic flooding from the Charles River, from Fuller Brook, and from Rosemary Brook, causing serious damage to properties.

WHEREAS, relief is available in the form of Federally-subsidized flood insurance as authorized by the National Flood Insurance Act of 1968; and

WHEREAS, it is the intent of this Town Meeting to require the recognition and evaluation of flood hazards in all official actions relating to land use in the flood plain areas having special flood hazards; and

WHEREAS, this body has the legal authority to adopt land use and control measures to reduce future flood losses pursuant to the Constitution and General Laws of the Commonwealth of Massachusetts.

NOW, THEREFORE, BE IT RESOLVED that this Town Meeting hereby:

1. Assures the Federal Insurance Administration that it will enact, as necessary, and maintain in force for those areas having flood hazards, adequate land use and

control measures with effective enforcement provisions consistent with the criteria set forth in Section 1910 of the National Flood Insurance Program Regulations;

2. Vests the Planning Board with the responsibility, authority, and means to:

(a) Delineate or assist the Administrator, at his request, in delineating the limits of the areas having special flood hazards on available local maps of sufficient scale to identify the location of building sites for further action by the Town Meeting,

(b) Provide such information as the Administrator may request concerning present uses and occupancy of the flood plain area,

(c) Cooperate with Federal, State and local agencies and private firms which undertake to study, survey, map, and identify flood plain areas, and cooperate with neighboring communities with respect to management of adjoining flood plain areas in order to prevent aggravation of existing hazards,

(d) Submit on the anniversary date of the community's initial eligibility an annual report to the Administrator on the progress made during the past year within the community in the development and implementation of flood plain management measures; and

3. Directs the Building Inspector, in accordance with the State Building Code, to maintain for public inspection and furnish upon request a record of elevations (based on mean sea level datum) of the lowest floor (including basement) of all new or substantially improved structures located in the special flood hazard areas including, if the lowest floor is below grade on one or more sides, the elevation of the floor immediately above;

4. Agrees to take such official action as may be reasonably necessary to carry out the objective of the program;

or take any other action relative thereto.

A motion under Article 43 was offered by Mr. Norman A. Homsy, and when put to a vote carried unanimously.

VOTED: That the subject matter covered by the main motion under Article 43 be referred back to the Planning Board for further study and recommendations necessary or required to retain the Town's eligibility to share in the National Flood Insurance Program so-called.

ARTICLE 44. To see if the Town will vote to continue the Media Center Study Committee established by vote of the Town under Article 47 of the 1974 Annual Town Meeting; said Committee to report back to the 1976 Annual Town Meeting or sooner;

or take any action relative thereto.

A motion was made by Mr. Richard J. Smith that Articles 44 and 45 be discussed together but voted on separately and it was so unanimously voted.

ARTICLE 45. To see if the Town will vote to appropriate a sum of money for the use of the Media Center Study Committee continued under Article 44 here in the procurement of details working plans and specifications for additions, modifications or renovations to provide modern educational media centers and special purpose rooms at each of the High Rock, Eliot, Broadmeadow and Harris Elementary Schools consistent with the Long Range Elementary School Plan previously prepared by the Future School Needs Committee and the Facilities Planning Advisory Committee working cooperatively with the School Committee; said Study Committee to be instructed that proposals to be made to the next Annual Town Meeting or sooner be accompanied by firm bids in hand subject to Town Meeting approval and acceptable subsequent to such Town Meeting approval; determine how said sum shall be raised and expended;

or take any other action relative thereto.

The Moderator noted that the main motion under Article 45 included the figure of \$30,000. for the use of the Media Center Study Committee.

A motion to amend was offered by Mr. Thomas M. Harkins.

MOVED: That the main motion under Article 45 be amended by deleting the words "each of the High Rock and Harris" and add the word "and" between Eliot and Broadmeadow and by adding after the word "sooner" in the tenth line from the top of the motion the following: "relating to the Eliot and Broadmeadow Elementary Schools".

The Moderator also noted that another main motion under Article 45 which would instruct the Media Center Study Committee to undertake a Needs Assessment Study at Broadmeadow, Harris, Eliot and High Rock Schools, would be presented by Mr. Daniel P. Matthews in the event that the motion under Article 45 fails.

Mr. Richard J. Smith, Chairman of the Media Center Study Committee, presented the proposal and reviewed the work of the committee.

Unanimous consent was given for Mr. Robert Bradley, Architect for Drumme, Rosane and Anderson, Inc. to address the meeting and to present slides of the proposed plans at the Eliot and Broadmeadow Schools.

Speaking in favor of the proposals under Articles 44 and 45 were: Mrs. Virginia C. Hillegass, Chairman of the School Committee, Mr. William Rhodes of the Finance Committee, Mr. Frederick E. Barstow, Mr. John G. Stanley and Mr. Edward B. Ginn.

Speaking in opposition to the proposal were: Mr. Daniel Y. S. Chin, who supported the Needs Assessment Study recommended by Mr Matthews, Mr. Robert D. Hall, Jr. and Mr. Gerald R. Browne.

Mr. John C. Milligan moved the previous question, which motion carried. The motion under Article 44 was presented and it was

VOTED: That the Town continue the Media Center Study Committee established by vote of the Town under Article 47 of the 1974 Annual Town Meeting; said Committee to report back to the 1976 Annual Town Meeting or sooner.

Mr. Harkins' motion to amend was presented and it was

VOTED: That the main motion under Article 45 be amended by deleting the words "each of the High Rock and Harris" and add the word "and" between Eliot and Broadmeadow and by adding after the word "sooner" in the tenth line from the top of the motion the following: "Relating to the Eliot and Broadmeadow Elementary Schools."

The main motion, as amended, was presented and it was

***VOTED:** That the Town appropriate the sum of \$30,000. from the current tax levy for the use of the Media Center Study Committee continued under Article 44 here in the procurement of details, working plans and specifications for additions, modifications or renovations to provide modern educational media centers and special purpose rooms at each of the Eliot and Broad Meadow Elementary Schools consistent with the Long Range Elementary School Plan previously prepared by the Future School Needs Committee and the Facilities Planning Advisory Committee working cooperatively with the School Committee; said Study Committee to be instructed that proposals to be made to the next Annual Town Meeting or sooner relating to the Eliot and Broadmeadow Elementary Schools be accompanied by firm bids in hand subject to Town Meeting approval and acceptable subsequent to such Town Meeting approval.

By division, Yes 93 — No 87. By a roll call which was requested by Mr. James M. Colman and supported by twenty-five Town Meeting Members — YES 95 — No 91.

* (See reconsideration Art. 45 on May 28, 1975).

A motion was made by Mr. Gilbert W. Cox, Jr. that the meeting stand adjourned to Wednesday, May 28, 1975 at 7:30 p.m.

Mr. Donald E. Kidd moved that the meeting stand adjourned to Tuesday, May 27, 1975, at 8:00 p.m., but this motion when put to a vote failed to pass.

At 11:35 p.m., Mr. Cox's motion was presented and it was

VOTED: That the meeting stand adjourned to Wednesday, May 28, 1975 at 7:30 p.m. at the Newman Jr. High School. YES 103 — NO 73.

Attest:

ROSE O. MACKENZIE
Town Clerk

ADJOURNED ANNUAL TOWN MEETING

May 28, 1975

Pursuant to adjournment of the Adjourned Annual Town Meeting held May 21, 1975 the Inhabitants of the Town of Needham qualified to vote in Town affairs met in the Derwood A. Newman Jr. High School on Wednesday, May 28, 1975 at 7:30 p.m.

Check lists were used and 275 voters were checked on the list which included 221 Town Meeting Members.

Rabbi Rievan Slavkin, Temple Beth Shalom, gave the invocation.

The Moderator declared a quorum to be present and requested the Town Clerk to so record.

Mr. Daniel P. Matthews offered a motion that Article 45 be reconsidered, and spoke in favor of the reconsideration. When put to a vote the motion carried.

VOTED: That the vote under Article 45 be reconsidered.

YES 108 — NO 97

ARTICLE 45. That the Town appropriate the sum of \$30,000. from the current tax levy for the use of the Media Center Study Committee continued under Article 44 here in the procurement of details, working plans and specifications for additions, modifications or renovations to provide modern educational media centers and special purpose rooms at each of the Eliot and Broad Meadow Elementary Schools consistent with the Long Range Elementary School Plan previously prepared by the Future School Needs Committee and the Facilities Planning Advisory Committee working cooperatively with the School Committee; said Study Committee to be instructed that proposals to be made to the next Annual Town Meeting or sooner relating to the Eliot and Broad Meadow Elementary Schools be accompanied by firm bids in hand subject to Town Meeting approval and acceptable subsequent to such Town Meeting approval.

After a lengthy discussion, the amended main motion, was presented and it was

VOTED: That the Town appropriate the sum of \$30,000. from the current tax levy for the use of the Media Center Study Committee continued under Article 44 here in the procurement of details, working plans and specifications for additions, modifications or renovations to provide modern educational media centers and special purpose rooms at each of the Eliot and Broad Meadow Elementary Schools consistent with the Long Range Elementary School Plan previously prepared by the Future School Needs Committee and the Facilities Planning Advisory Committee working cooperatively with the School Committee; said Study Committee to be instructed that proposals to be made to the next Annual Town Meeting or sooner relating to the Eliot and Broad Meadow Elementary Schools be accompanied by firm bids in hand subject to Town Meeting approval and acceptable subsequent to such Town Meeting approval.

YES 111 — NO 100

ARTICLE 46. To see if the Town will accept the provisions of Chapter 670 of the Acts of 1974 which Act defines and clarifies certain rights and responsibilities of public secondary school students by adding to Massachusetts General Laws Chapter 71, new Sections 82, 83, 84 and 85; or take any other action relative thereto.

Mr. Walter A. Wright, Town Meeting Member, spoke in favor of the motion offered under Article 46. A motion to amend was presented by Mr. Garrity to refer to school committee for study to report to the next annual town meeting or sooner,

but when put to a vote this motion failed to carry. The main motion was then presented and it failed to pass.

MOVED: That the Town accept the provisions of Chapter 670 of the Acts of 1974 which Act defines and clarifies certain rights and responsibilities of public secondary school students by adding to Massachusetts General Laws Chapter 71, new Sections 82, 83, 84 and 85.

ARTICLE 47. To see if the Town will vote to authorize the creation of a special unpaid committee to be known as The Regional Vocational School District Planning Committee consisting of three members, including one member of the School Committee, to be appointed by the Moderator; said Committee may join with the Towns of Dedham, Natick and Wellesley in studying the feasibility of forming a regional vocational school district planning board or boards under the provisions of Mass. G.L. Chap. 71, Secs. 14 and 14A, and Chap. 74, Sec. 4; the within Committee shall supercede and act in place of the committee established by vote under Article 49 of the 1974 Annual Town Meeting; any of the unexpended funds appropriated for the use of the committee established by vote under said Article 49 shall be transferred to and for the use of the committee created by vote of the Town hereunder;

or take any other action relative thereto.

Mrs. Virginia Hillegass, Chairman of the School Committee, offered a motion to amend and when put to a vote the motion carried. It was unanimously

VOTED: To add the following sentence after the word "hereunder":

"Said district planning committee to report to Town Meeting on its progress."

Mr. Donald Russell, Chairman of the Regional School District Planning Committee, presented the views of the committee and noted that they agree to bring their recommendations to Town Meeting for approval or disapproval before taking any action that might lead to a town-wide referendum.

The main motion, as amended, was presented and it was

VOTED: That the Town authorize the creation of a special unpaid committee to be known as The Regional Vocational School District Planning Committee consisting of three members, including one member of the School Committee, to be appointed by the Moderator; said Committee may join with the Towns of Dedham, Natick and Wellesley in studying the feasibility of forming a regional vocational school district planning board or boards under the provisions of Mass. G.L. Chap. 71, Secs. 14 and 14A, and Chap. 74, Sec. 4; the within Committee shall supercede and act in place of the committee established by vote under Article 49 of the 1974 Annual Town Meeting; any of the unexpended funds appropriated for the use of the committee established by vote under said Article 49 shall be transferred to and for the use of the committee created by vote of the Town hereunder. Said district planning committee to report to Town Meeting on its progress.

ARTICLE 49. To see if the Town will vote to continue the solid waste disposal committee, established by vote of the 1966 Annual Town Meeting under Article 73 and last continued by vote under Article 56 of the 1974 Annual Town Meeting; direct and authorize said committee to continue to investigate all

methods of collection and disposal of solid waste; that a sum of money be appropriated for the use of said committee in furtherance of its study; said committee to report to the capital budget sub-committee and to the 1976 Annual Town Meeting or sooner; or take any other action relative thereto.

or take any other action relative thereto.

VOTED: That the Town continue the solid waste disposal committee, established by vote of the 1966 Annual Town Meeting under Article 73 and last continued by vote under Article 56 of the 1974 Annual Town Meeting; direct and authorize said committee to continue to investigate all methods of collection and disposal of solid waste; that a sum of money be appropriated for the use of said committee in furtherance of its study; said committee to report to the capital budget sub-committee and to the 1976 Annual Town Meeting or sooner

UNANIMOUS VOTE

ARTICLE 50. To see if the Town will authorize the acquisition by purchase or by taking by eminent domain for conservation purposes a twelve (12) acre parcel of land for the sum of \$4,000 located adjacent to land heretofore acquired by the Town from the late J. Gardner Bradley being bounded and described as follows:

Beginning at northwest corner of land now or formerly of Reuben Ware; thence running southeasterly on land of said Ware to a heap of stones, between an elm tree and a white pine tree and to land now or formerly of Warren Dewing; thence south on land now or formerly of said Dewing to end of old wall and to land now or formerly of heirs of Jonathan Gay; thence South on land now or formerly of said Gay's heirs to stake and stones and to land now or formerly of Reuben Ware; thence south on land now or formerly of said Ware to stake and stones to land now or formerly of said Gay's heirs; thence southwesterly on land now or formerly of said Gay's heirs to stake and stones and to land now or formerly of said Ware; thence southwesterly on land now or formerly of said Ware heirs to stake and stones to corner of Tucker Place so-called now or formerly of Reuben Ware; thence northwesterly on land now or formerly of said Ware to place of beginning.

Said parcel of land is supposed to be owned by Henry J. Hueg, Virginia B. Hueg and Violet S. Hueg, heirs of the late Louis J. Hueg whose ownership is evidenced by deed dated July 9, 1912 and recorded with Norfolk Deeds in Book 1229, page 542;

said sum of \$4,000 is to be raised from funds heretofore appropriated by the Town for the use of the Conservation Commission for the within purposes;

or take any other action relative thereto.

VOTED: That the Town authorize the acquisition by purchase or by taking by eminent domain for conservation purposes a twelve (12) acre parcel of land for the sum of \$4,000 located adjacent to land heretofore acquired by the Town from the late J. Gardner Bradley being bounded and described as follows:

Beginning at northwest corner of land now or formerly of Reuben Ware; thence running southeasterly on land of said Ware to a heap of stones, between an elm tree and a white pine tree and to land now or formerly of Warren Dweing; thence south on land now or formerly of

said Dewing to end of old wall and to land now or formerly of heirs of Jonathan Gay; thence South on land now or formerly of said Gay's heirs to stake and stones and to land now or formerly of Reuben Ware; thence south on land now or formerly of said Ware to stake and stones to land now or formerly of said Gay's heirs; thence southwesterly on land now or formerly of said Gay's heirs to stake and stones and to land now or formerly of said Ware; thence southwesterly on land now or formerly of said Ware heirs to stake and stones to corner of Tucker Place so-called now or formerly of Reuben Ware; thence northwesterly on land now or formerly of said Ware to place of beginning.

Said parcel of land is supposed to be owned by Henry J. Hueg, Virginia B. Hueg and Violet S. Hueg, heirs of the late Louis J. Hueg whose ownership is evidenced by deed dated July 9, 1912 and recorded with Norfolk Deeds in Book 1229, page 542;

said sum of \$4,000 is to be raised from funds heretofore appropriated by the Town for the use of the Conservation Commission for the within purposes.

UNANIMOUS VOTE

ARTICLE 52. To see if the Town will reactivate the Needham Housing Committee as originally established by vote of the Town under Article 63 of the 1972 Annual Town Meeting by ratifying, confirming and approving the action initiated by the Board of Selectmen of February 11, 1975 in restoring the official status of said Committee; said Committee is hereby instructed to report to the next Annual Town Meeting or sooner; or take any other action relative thereto.

VOTED: That the Town reactivate the Needham Housing Committee as originally established by vote of the Town under Article 63 of the 1972 Annual Town Meeting by ratifying, confirming and approving the action initiated by the Board of Selectmen of February 11, 1975 in restoring the official status of said Committee; said Committee is hereby instructed to report to the next Annual Town Meeting or sooner.

ARTICLE 53. To see if the Town will vote to appropriate a sum of money for payment of outstanding charges against Town-owned land as follows:

Formerly Bradley land and improvements -	
Charles River and Pine Streets	\$11,155.50
Formerly Walker Gordon land - off	
Fisher Street	61.80
Sundberg Realty Trust - Mackintosh Street	26.28
Demar Realty Trust - Off Daley Street	23.72 ;

or take any other action relative thereto.

VOTED: That the Town appropriate a sum of money for payment of outstanding charges against Town-owned land as follows:

Formerly Bradley land and improvements -	
Charles River and Pine Streets	\$11,155.50
Formerly Walker Gordon land - off	
Fisher Street	61.80

Sundberg Realty Trust - Mackintosh Avenue
Demar Realty Trust - Off Daley Street

26.28
23.72 ;

said sum to be raised from the current tax levy.

UNANIMOUS VOTE

ARTICLE 54. To see if the Town will vote to transfer a sum of money from the Free Cash Certified Account to meet, in part, appropriations made at this Town Meeting, and to authorize the Town Assessors to use such sum as available funds to meet appropriations in their computation of the tax rate for the current year;

or take any other action relative thereto.

VOTED: That the Town transfer the sum of \$1,300,000. from the Free Cash Certified Account to meet, in part, appropriations made at this Town Meeting, and to authorize the Town Assessors to use such sum as available funds to meet appropriations in their computation of the tax rate for the current year;

UNANIMOUS VOTE

ARTICLE 55: To see if the Town will vote to raise by taxation, transfer from available funds, by borrowing or otherwise, such sums as may be necessary for all or any of the purposes mentioned in the foregoing articles, especially to act upon all appropriations asked for, or proposed by the Selectmen, or any Town Officer or Committee; to appoint such committees as may be decided upon; and to take action upon matters which may properly come before the meeting.

Under Article 55, the following resolution offered by Mr. Robert F. Larkin, Jr., Town Meeting Member, failed to pass.

WHEREAS this bicentennial year is a time to celebrate and honor our heritage; and

WHEREAS . . . an important part of our New England heritage is the Town Common, providing a common area for townspeople to meet and converse; and

WHEREAS such proper use of the Needham Town Common contributes to the warm, friendly town spirit so unique to Needham; then be it

RESOLVED that in this bicentennial year the Needham Board of Selectmen shall establish certain guidelines to encourage responsible, enjoyable use of the whole Town Common by our townspeople. Such guidelines shall insure that the Needham Town Common remain both attractive and useable for all.

Under Article 55 Mr. William H. Gorham

MOVED: That the vote under Article 29 be amended as follows:

By striking out the words "That said sum be transferred from the Sewer Assessment Reserve Account" and substituting therefor the words "that said sum be raised from the current tax levy."

and it was unanimously

VOTED: That the vote under Article 29 be amended as follows:

By striking out the words "That said sum be transferred from the Sewer Assessment Reserve Account" and substituting therefor the words "that said sum be raised from the current tax levy."

Under Article 55, Mr. William H. Gorham

MOVED: That the vote under Article 28 be amended as follows:

By striking out the words "said sum to be raised from the current tax levy" and substituting therefor the words "said sum to be transferred from the Sewer Assessment Reserve Account".

and it was unanimously

VOTED: That the vote under Article 28 be amended as follows:

By striking out the words "said sum to be raised from the current tax levy" and substituting therefor the words "said sum to be transferred from the Sewer Assessment Reserve Account".

Mr. James Hugh Powers offered the following motion which passed. It was unanimously

VOTED: That the main motion under Article 21 be amended by striking out, in the proposed Charter Section 13, the words "ten days" wherever the same appear in line 11 of the first paragraph, line 1 of the second paragraph, and line 1 of the fourth paragraph, and by inserting in place thereof, in each instance aforesaid, the words "twenty days".

Mr. Gerald R. Browne offered the following motion which passed.

VOTED: That there be established a Committee to be known as the "Town Meeting Committee of 1975" to review and make recommendations to the Town Meeting on the changing of the start of the Annual Town Meeting from May to March, or any other appropriate date. Said committee shall consist of 5 members to be appointed in 30 days. It shall consist of 3 Town Meeting members appointed by the Moderator, 1 member appointed by the Board of Selectmen, and 1 member appointed by the Finance Committee. The Committee shall report back to the Town Meeting no later than November 30, 1975, unless there is no Fall Town Meeting in 1975. In such case it shall report at the next Annual Town Meeting.

Mrs. E. Loretta Reynolds offered the following motion which passed.

VOTED: That the Transportation Committee established under Article XI of the General By-Laws be instructed to initiate a study of the suburban public trans-

portation service in Needham; without limiting the generality of the foregoing, said study should include consideration of all legal, financial and logistical problems involved in determining the feasibility of Needham providing such a service or the development of such a service in conjunction with other neighboring municipalities.

Mrs. Katharine H. Preston, Town Meeting Member, offered the following motion which passed.

VOTED: That a committee be formed to study the feasibility of establishing a Needham Heritage Advisory Committee whose purpose would be to act in an advisory capacity whenever changes involving public funds are being contemplated to an area of significance to Needham history. The study committee shall study the feasibility of forming the Needham Heritage Advisory Committee and the means for implementation of such a committee and would report back to the Special Town Meeting in the fall of 1975. It shall be composed of the following: one appointed by the Needham Historical Society, one by the Needham Bicentennial Commission, one by the Conservation Commission, one by the Planning Board, one by the Board of Selectmen and one by the League of Women Voters.

Mr. H. Phillip Garrity, Jr. then offered the following resolution and it was unanimously

VOTED: That the following Resolution be adopted:

WHEREAS Henry W. Hardy and James Hugh Powers, Chairman and Vice-Chairman, respectively of the Governmental Review Committee have continuously and faithfully served the Town in these capacities since the committee's initial establishment in March of 1972; and

WHEREAS the full value of their services was enhanced through having served as members of the Preliminary Home Rule Study Committee of the Board of Selectmen and succeeded by the Home Rule Study Committee also established by the Board of Selectmen on which they served in the capacities of Chairman and Vice-Chairman, respectively; and

WHEREAS...under the expert stewardship of these two officials through our Town Meeting procedures our Special Home Rule Charter Act was authorized by the General Court and overwhelmingly accepted by the voters of the Town in 1972; and

WHEREAS it was the wisdom, judgment and foresight of these gentlemen that aided in the creation of the Governmental Review Committee to perform the services presently believed complete for the time being; and

WHEREAS each of these unselfish and dedicated citizens of our community should be appropriately credited with many years of distinguished service in other fields so well known to most of us; and

WHEREAS the recognition herein intended must not be construed to imply that we do not look forward to sharing their valued services in the future;

THEREFORE BE IT FURTHER RESOLVED that the 1975 Annual Town Meeting on behalf of the inhabitants of our Town hereby express to Henry W. Hardy and James Hugh Powers our sincere thanks and appreciation for their many years of valued public service and especially for their fine judgment, direction and design of our Special Home Rule Charter Act and the implementation of changes already proven or believed necessary to guarantee the fine quality of our Special Home Rule Charter Act; and that this resolution be incorporated in the official records of the 1975 Annual Town Meeting and a copy thereof to be transmitted to Henry W. Hardy and James Hugh Powers by the Town Clerk as a token of our deep appreciation.

At 11:12 p.m., Mr. Henry D. Hersey moved that this Town Meeting be dissolved in memory of the late Philip F. Foss, former Selectman who served faithfully in that capacity for sixteen full years and it was so unanimously voted.

Attest:

ROSE O. MACKENZIE
Town Clerk

TOWN OF NEEDHAM



TOWN CLERK'S RECORDS OF THE SPECIAL TOWN MEETING

November 10, 1975

SPECIAL TOWN MEETING

NOVEMBER 10, 1975

Pursuant to a Warrant issued by the Selectmen October 23, 1975, the Inhabitants of the Town of Needham qualified to vote in Town affairs met in the Newman Junior High School on Monday, November 10, 1975 at 7:30 o'clock in the afternoon.

The checkers appointed by the Selectmen were sworn to the faithful performance of their duties by the Town Clerk.

Check lists were used and 380 voters, including 238 Town Meeting Members, were checked on the list as being present.

The meeting was called to order at 7:30 o'clock by the Moderator Richard P. Melick. Those present stood and joined in singing "America the Beautiful" accompanied by the brass ensemble led by Mr. Frederick Harris, Director of Music, Needham High School. The colors were presented by Eagle Scouts Thomas W. Thornton and Forrest M. L. Brown; Girl Scout Amy Carroll; Campfire Girl Cathy Keyes and Brownie Lauren C. Melick.

Rev. Robert P. Deeley, Assistant Pastor, St. Bartholomew Church and President of the Needham Clergymen's Association, gave the invocation.

The call to the meeting and the officer's return were then read by the Town Clerk, the reading of the Articles in the warrant being waived upon motion.

New Town Meeting Members were sworn to the faithful performance of their duties by the Town Clerk.

The Moderator declared a quorum to be present and requested the Town Clerk to so record. He also announced the following ground rules which were adopted unanimously.

(1) Speaker will be ruled out of order who refers to personalities. Let us remember that we are one Town Meeting Family with a common goal: the best interests of the community.

(2) Rise to be recognized and address the chair: speak your name so that the Town Clerk can complete her records.

(3) Seek unanimous consent to adopt the following time limits of debate:
15 min. Committee chairmen, proponents, attorneys representing proponents

10 min. Town Meeting Members, attorneys representing other than proponents

5 min. Non-Town Meeting Members and visitors other than attorneys

In this Meeting some latitude might be expected to committee chairmen and also to commanding officer of a veterans' organization.

(4) Your attention is drawn to the disclosure required by one employed as an attorney by another who is interested in a matter: General By-Laws, Art. I, sec. 5.

Mr. William L. Mather, Vice Chairman of the Finance Committee, then spoke and gave a financial outline of the months ahead. He stated that the Finance Committee recommends that this special town meeting charge no more than \$53,800. against free cash and bond over a period of time other possible charges.

ARTICLE 1. To see if the Town will vote to appropriate a sum of money for the construction of additions, modifications and renovations of Eliot and Broadmeadow Elementary Schools to provide modern educational media centers and special purpose rooms in said existing elementary schools; determine how said sum shall be raised; or take any other action relative thereto.

A motion to amend was offered by Mr. Paul H. Attridge.

MOVED: That the main motion under Article 1 be amended by deleting the following clause at the end thereof:

“said sum to be raised by a transfer from the Free Cash Certified Account.”

and by inserting in place thereof the following:

“that said sum to be raised by the transfer of \$4,725 from the Free Cash Certified Account and Town Treasurer with the approval of the Board of Selectmen is authorized to issue \$360,000 bonds or notes of the Town payable no later than ten years from their date.”

Mr. Richard J. Smith, Chairman of the Media Center Study Committee, moved that Articles 1 and 2 be discussed together but voted on separately and it was so voted.

ARTICLE 2. To see if the Town will vote to constitute as a Building Committee the Media Center Study Committee established by vote of the Town under Article 47 of the 1974 Annual Town Meeting and continued under Article 44 of the 1975 Annual Town Meeting, said Committee to conform to applicable Town By-Laws: authorize and direct said Building Committee to supervise and cause to be constructed the additions, modifications and renovations of Eliot and Broadmeadow Elementary Schools to provide modern educational media centers and special purpose rooms as authorized under Article 1, hereof; further authorize and direct said Committee to contract for in the name of the Town and to do all other acts necessary for the accomplishment of the foregoing purposes: the within authorization shall not prohibit or be construed to limit the initial authorization and function of the Committee as established by vote under Article 47 of the 1974 Annual Town Meeting and continued under Article 44 of the 1975 Annual Town Meeting; said Study Committee as distinguished from the duties and functions as a Building Committee to report back to the 1976 Annual Town Meeting or sooner; or take any other action relative thereto.

Mr. Smith then presented the proposal on behalf of the committee.

Unanimous consent was given for Mr. Robert Bradley, Architect for Drumme, Rosane and Anderson, Inc. to address the meeting and to present slides of the proposed plans at the Broadmeadow and Eliot Schools.

Mr. Daniel P. Matthews spoke on the motion to amend which would transfer \$4,725. from free cash and \$360,000. would be bonded over a ten year period.

A lengthy discussion followed. Mr. John Hatch then moved that Mr. Attridge's motion be tabled, but this motion failed to pass.

At this point the following tellers were sworn in by the Moderator: Mr. George D. Krech, Mr. Leon Levitan, Mrs. Jean W. Hutchinson, Mr. Raeburn B. Hathaway, Jr., Mr. Raymond F. Bosworth and Mrs. Mary Ann Carovillano.

Mr. Attridge's motion to amend was presented and it was

VOTED: That the main motion under Article 1 be amended by deleting the following clause at the end thereof:

“said sum to be raised by a transfer from the Free Cash Certified Account.”

and by inserting in place thereof the following:

"that said sum to be raised by the transfer of \$4,725 from the Free Cash Certified Account and Town Treasurer with the approval of the Board of Selectmen is authorized to issue \$360,000 bonds or notes of the Town payable no later than ten years from their date."

YES 139 — NO 89

The main motion, as amended, was presented and it failed to pass.

MOVED: That the sum of \$364,725 be appropriated for the construction of additions, modifications and renovations of Eliot and Broadmeadow Elementary Schools to provide modern educational media centers and special purpose rooms in said existing elementary schools; that said sum to be raised by the transfer of \$4,725 from the Free Cash Certified Account and Town Treasurer with the approval of the Board of Selectmen is authorized to issue \$360,000 bonds or notes of the Town payable no later than ten years from their date.

YES 112 — NO 115

A motion was made for an evening recess before final disposition of the article but it failed to pass.

The Moderator ruled that the main motion which would fund from free cash could be restated by Mr. Ferdy Tagle in order to allow this town meeting a full opportunity to express its views on this matter both from the bonding and free cash standpoint.

Mr. Tagle presented the motion to fund from free cash, but when put to a vote it failed to pass.

MOVED: That the sum of \$364,725 be appropriated for the construction of additions, modifications and renovations of Eliot and Broadmeadow Elementary Schools to provide modern educational media centers and special purpose rooms in said existing elementary schools; said sum to be raised by a transfer from the Free Cash Certified Account.

The evening recess was called at 9:55 P.M.

Discussion under Article 2 resumed at 10:20 P.M.

A motion was made by Mr. William Powers to continue the Media Center Study, refer the subject matter of media centers back to said Committee, and appropriate the sum of ten thousand (\$10,000.) dollars to be raised from the Free Cash Certified Account.

A motion was also made by Mr. Richard Smith to postpone to a time certain, to be the first business to come before the meeting at the next adjourned session.

A discussion followed and Mr. Asa Small moved the previous question and it was so voted.

Mr. Smith's motion was then presented and it failed to pass.

MOVED: To postpone to a time certain, to be the first business to come before the meeting at the next adjourned session.

Mr. Powers' motion was presented and it failed to pass.

MOVED: To continue the Media Center Study Committee, refer the subject matter of media centers back to said Committee, and appropriate the sum of ten thousand (\$10,000.) dollars to be raised from the Free Cash Certified Account.

Mr. Harkins' main motion was then presented and it failed to pass.

MOVED: That the Town constitute as a Building Committee the Media Center Study Committee established by vote of the Town under Article 47 of the 1974 Annual Town Meeting and continued under Article 44 of the 1975 Annual Town Meeting, said Committee to conform to applicable Town By-Laws; authorize and direct said Building Committee to supervise and cause to be constructed the additions, modifications and renovations of Eliot and Broadmeadow Elementary Schools to provide modern educational media centers and special purpose rooms as authorized under Article 1, hereof; further authorize and direct said Committee to contract for in the name of the Town and to do all other acts necessary for the accomplishment of the foregoing purposes; the within authorization shall not prohibit or be construed to limit the initial authorization and function of the Committee as established by vote under Article 47 of the 1974 Annual Town Meeting and continued under Article 44 of the 1975 Annual Town Meeting; said Study Committee as distinguished from the duties and functions as a Building Committee to report back to the 1976 Annual Town Meeting or sooner.

ARTICLE 3. To see if the Town will vote to appropriate a sum of money for the use of the Media Center Study Committee continued under Article 2 hereof in the procurement of detailed working plans and specifications for additions, modifications or renovations to provide a modern educational media center and special purpose rooms at High Rock Elementary School consistent with the Long Range Elementary School Plan previously prepared by the Future School Needs Committee and the Facilities Planning Advisory Committee working cooperatively with the School Committee; said Media Center Study Committee to be instructed that the proposal to be made to the next Annual Town Meeting or sooner relating to High Rock Elementary School be accompanied by firm bids in hand subject to Town Meeting approval and acceptable subsequent to such Town Meeting approval; determine how said sum shall be raised and expended; or take any other action relative thereto.

A motion was made to withdraw this article and it was so unanimously voted.

ARTICLE 4. To see if the Town will vote to appropriate a sum of money for the use of the Media Center Study Committee constituted and continued under Article 2 hereof in the procurement of detailed working plans and specifications for additions, modifications or renovations to provide a modern educational media center and special purpose rooms at Harris Elementary School consistent with the Long Range Elementary School Plan previously prepared by the Future School Needs Committee and the Facilities Planning Advisory Committee working cooperatively with the School Committee; said Media Center Study Committee to be instructed that the proposal to be made to the next Annual Town Meeting or sooner relating to Harris Elementary School be accompanied by firm bids in hand subject to Town Meeting approval and acceptable subsequent to such Town Meeting approval; determine how said sum shall be raised and expended; or take any other action relative thereto.

A motion was made to withdraw Article 4, but Mr. Roy Kelley rose to object.

The motion was then presented and it failed to pass.

MOVED: That the sum of \$5,300. be appropriated for the use of the Media Center Study Committee constituted and continued under Article 2 hereof in the procurement of detailed working plans and specifications for additions, modifications or renovations to provide a modern educational media center and special purpose rooms at Harris Elementary School consistent with the Long Range Elementary School Plan

previously prepared by the Future School Needs Committee and the Facilities Planning Advisory Committee working cooperatively with the School Committee; said Media Center Study Committee to be instructed that the proposal to be made to the next Annual Town Meeting or sooner relating to Harris Elementary School be accompanied by firm bids in hand subject to Town Meeting approval and acceptable subsequent to such Town Meeting approval; said sum to be raised by a transfer from the Free Cash Certified Account.

ARTICLE 5. To see if the Town will vote to amend its Zoning By-Law by inserting immediately following the existing definition, 1.3.16. Lot line, such that this definition will remain intact, the following definition:

"1.3.17. Motor Home — a vehicle with motive power designed for sleeping or living quarters for one (1) or more persons, which is not a dwelling and which may include a 'pick-up' camper and beach buggy."

and also renumbering consecutively all subsequent definitions such that 1.3.17. Non-conforming Building becomes 1.3.18. Non-conforming Building, etc.; and also adding a new definition of Trailer will read as follows:

"1.3.28. Trailer — a vehicle without motive power, designed to be and capable of being towed, including, but not limited to, a utility trailer, boat trailer, horse trailer, tent trailer and mobile home."

and also deleting the present Section 5.5 Trailers in its entirety and substituting the following:

"5.5. Boats, Motor Homes and Trailers

5.5.1. Occupancy — No boat, motor home or trailer, with motive power, hereafter put in place upon any land within the Town, shall be occupied for living purposes or business purposes within the Town for a period exceeding thirty (30) days in the aggregate in any one (1) year; provided, however, that the Board of Appeals may grant a special permit for such use on a temporary basis for no more than two (2) additional thirty (30) day periods.

5.5.2. Storage — No boat, motor home or trailer shall be placed on a lot closer than five (5) feet to any lot line in any district except that the Board of Appeals may grant a special permit for distances less than five (5) feet, where unfavorable physical conditions, such as topography or the width and the size of the lot, warrant special consideration and where the granting of a special permit would not be detrimental to the public safety."; or take any other action relative thereto.

The following motion to amend was offered by Mr. Norman A. Homsy.

MOVED: That the main motion under Article 5 be amended by adding the words "or without" following the word "with" appearing on the first line of paragraph 5.5.1. entitled "Occupancy".

A discussion followed and Mr. Richard M. Salamone moved the previous question as to both motions and it was so voted.

The motion to amend was presented and it was unanimously

VOTED: That the main motion under Article 5 be amended by adding the words "or without" following the word "with" appearing on the first line of paragraph 5.5.1. entitled "Occupancy".

The main motion, as amended, was presented and it was unanimously **VOTED:** That the Town amend its Zoning By-Law by inserting immediately following the existing definition, 1.3.16. Lot line, such that this definition will remain intact, the following definition:

"1.3.17. Motor Home — a vehicle with motive power designed for sleeping or living quarters for one (1) or more persons, which is not a dwelling and which may include a 'pick-up' camper and beach buggy.";

and also renumbering consecutively all subsequent definitions such that 1.3.17. Non-conforming Building becomes 1.3.18. Non-conforming Building, etc.; and also adding a new definition of Trailer will read as follows:

"1.3.28. Trailer — a vehicle without motive power, designed to be and capable of being towed, including, but not limited to, a utility trailer, boat trailer, horse trailer, tent trailer and mobile home."

and also deleting the present Section 5.5 Trailers in its entirety and substituting the following:

"5.5. Boats, Motor Homes and Trailers

5.5.1. Occupancy — No boat, motor home or trailer, with or without motive power, hereafter put in place upon any land within the Town, shall be occupied for living purposes or business purposes within the Town for a period exceeding thirty (30) days in the aggregate in any one (1) year; provided, however, that the Board of Appeals may grant a special permit for such use on a temporary basis for no more than two (2) additional thirty (30) day periods.

5.5.2. Storage — No boat, motor home or trailer shall be placed on a lot closer than five (5) feet to any lot line in any district except that the Board of Appeals may grant a special permit for distances less than five (5) feet, where unfavorable physical conditions, such as topography or the width and the size of the lot, warrant special consideration and where the granting of a special permit would not be detrimental to the public safety."

ARTICLE 6. To see if the Town will appropriate the sum of \$10,000 to supplement the Legal Budget Expense Account to defray the additional legal expense of Special Counsel serving the Personnel Board defending the fact-finding and arbitration proceedings initiated by Local 1706 of the International Association of Firefighters, AFL-CIO, as authorized by Mass. G.L. Chapter 150E; determine how said sum shall be raised and how expended; or take any other action relative thereto.

VOTED: That the sum of \$10,000 be appropriated to supplement the Legal Budget Expense Account to defray the additional legal expense of Special Counsel serving the Personnel Board defending the fact-finding and arbitration proceedings initiated by Local 1706 of the International Association of Firefighters, AFL-CIO, as authorized by Mass. G.L. Chapter 150E; said sum to be raised by a transfer from the Free Cash Certified Account.

At 11:15 P.M., Mr. Ronald L. Morrison moved that the meeting stand adjourned until Wednesday, November 12, 1975 at 7:30 P.M. at the Newman Junior High School and it was so voted.

ATTEST:

ROSE O. MACKENZIE

Town Clerk

ADJOURNED SPECIAL TOWN MEETING

NOVEMBER 12, 1975

Pursuant to adjournment of the Special Town Meeting voted on November 10, 1975, the Inhabitants of the Town qualified to vote in Town affairs met

in the Newman Junior High School on Wednesday, November 12, 1975 at 7:30 P.M.

Check lists were used and 306 voters were checked as being present, which included 227 Town Meeting Members.

Dr. Franz E. Oerth, Pastor, First Baptist Church, gave the invocation.

The Moderator declared a quorum to be present and requested the Town Clerk to so record.

A motion to reconsider Article 2 was presented by Mr. Thomas M. Harkins, Town Meeting Member from Precinct E. Following a discussion, Mr. Harkins' motion to reconsider was presented and it was so voted.

Mr. Harkins then offered the following motion:

MOVED: That the Town continue the Media Centers Study Committee established by vote of the Town under Article 47 of the 1974 Annual Town Meeting and continued by vote of the Town under Article 44 of the 1975 Annual Town Meeting; said Committee to report back to the 1976 Annual Town Meeting or sooner.

A motion to amend was offered by Mr. Benedict Horowitz to add at the end of Mr. Harkins' motion the following "and to seek viable alternatives within existing facilities"

Mr. Robert D. Hall, Jr. offered an amendment to add the words "further to study the need for media centers".

After an extended discussion Mr. Francis Facchetti moved the previous question as to all motions on the floor and it was so voted.

Mr. Hall's motion to amend was presented but it failed to pass. Mr. Horowitz' motion was then presented and it was

VOTED: To add the following words at the end of Mr. Harkins' motion: "and to seek viable alternatives within existing facilities".

The main motion, as amended, was presented and it was

VOTED: That the Town continue the Media Centers Study Committee established by vote of the Town under Article 47 of the 1974 Annual Town Meeting and continued by vote of the Town under Article 44 of the 1975 Annual Town Meeting; said Committee to report back to the 1976 Annual Town Meeting or sooner; and to seek viable alternatives within existing facilities.

ARTICLE 7. To see if the Town will vote to authorize the appointment of a building committee to engage the services of an architect to prepare working drawings, plans and specifications, and obtain firm bids or reasonably accurate estimates for the remodeling, alteration and reconstruction of the existing Glover Memorial Hospital building and the construction of an addition thereto and for the purchase and installation of original equipment and furnishings to be included in said remodeled, altered and reconstructed Glover Memorial Hospital building and said addition thereto in accordance with the "Application for Determination of Need" submitted by said Glover Memorial Hospital to the Massachusetts Department of Public Health on April 30, 1975 under Chapter 111, Section C of the General Laws and the Regulations Governing Determination of Need for Health Care Facilities in Massachusetts when approved by said Department of Health; said committee to consist of seven members, one to be the Hospital Administrator, one to be appointed by the Selectmen, one to be appointed by the Board of Hospital Trustees, one to be appointed by the Medical Staff, one to be appointed by the Glover Memorial Hospital Aid Association, one to be appointed by the Finance Committee, and one to be appointed

by the Needham Taxpayers' Association; said seven members to include one appointee who shall be a person with prior experience as a member of a Town building committee, one appointee who shall be registered as a professional engineer pursuant to Chapter 112 of the General Laws or who, if not so registered, shall have had at least five years of experience in the supervision of construction for an engineering or construction organization and shall have proven ability to estimate costs of construction and to keep accurate records and accounts thereof, one appointee who shall be an accountant, and one appointee who shall be an attorney-at-law; that the sum of \$175,000 be appropriated for the use of said committee in performing the duties herein authorized; determine how said sum shall be raised and expended; said committee to report its doings to the 1976 Annual Town Meeting or sooner; or take any other action relative thereto.

A motion to amend was offered by Mr. Raeburn B. Hathaway, Jr. to insert after the word "thereto" in the seventh line the words: "including an evaluation of the impact of the expansion on the site and the neighborhood and site plans responsive to the evaluation to show vehicular and pedestrian access and egress, off-street parking areas, landscaping and other site considerations".

Mr. David C. Sullivan, Chairman, Glover Memorial Hospital Trustees, spoke in favor of the proposed upgrading and renovation. He also presented cost estimates of the modifications. Slides of the proposed plans were also shown. Also speaking in favor of the proposal were Dr. Earle Woodman of the hospital medical staff, Mr. John Hatch representing the Finance Committee and Mr. H. Phillip Garrity, Jr. Chairman of the Board of Selectmen.

Mr. Sheldon Bycoff, President, Needham Taxpayers' Association, offered an amendment to refer the subject matter of Article 7 to the Trustees of Glover Memorial Hospital for further study by the Trustees; which study would specifically include (1) more detailed reports as outlined by Article 11 of the October 1974 Special Town Meeting, (2) more detailed review of Hospital operations to identify more closely what cost, if any, is borne by the Town from the operation of a wholly owned and operated municipal hospital, and (3) exploration of legal exemption from use of present Assessors' method of recognition of revenues, including a study of any such exemptions granted and to report to the next Annual Town Meeting, or sooner.

After further extended discussion, Mr. John Milligan moved the previous question as to all motions on the floor and it was so voted.

Mr. Ginn's motion was presented but it failed to pass. Mr. Hathaway's motion to amend was then presented and it was

VOTED: To insert after the word "thereto" in the seventh line the words:

"including an evaluation of the impact of the expansion on the site and the neighborhood and site plans responsive to the evaluation to show vehicular and pedestrian access and egress, off-street parking areas, landscaping and other site considerations.

YES 107 — NO 95

The main motion, as amended, was presented and it was

VOTED: That the Town authorize the appointment of a building committee to engage the services of an architect to prepare working drawings, plans and specifications, and obtain firm bids or reasonably accurate estimates for the remodeling, alteration and reconstruction of the existing Glover Memorial Hospital building and the construction of an addition thereto including an evaluation of the impact of the expansion on the site and the neighborhood and site plans responsive to the evaluation to show vehicular and pedestrian access and egress,

off-street parking areas, landscaping and other site considerations, and for the purchase and installation of original equipment and furnishings to be included in said remodeled, altered and reconstructed Glover Memorial Hospital building and said addition thereto in accordance with the "Application for Determination of Need" submitted by said Glover Memorial Hospital to the Massachusetts Department of Public Health on April 30, 1975 under Chapter 111, Section C of the General Laws and the Regulations Governing Determination of Need for Health Care Facilities in Massachusetts when approved by said Department of Health; said committee to consist of seven members, one to be the Hospital Administrator, one to be appointed by the Selectmen, one to be appointed by the Board of Hospital Trustees, one to be appointed by the Medical Staff, one to be appointed by the Glover Memorial Hospital Aid Association, one to be appointed by the Finance Committee, and one to be appointed by the Needham Taxpayers' Association; said seven members to include one appointee who shall be a person with prior experience as a member of a Town building committee, one appointee who shall be registered as a professional engineer pursuant to Chapter 112 of the General Laws or who, if not so registered, shall have had at least five years of experience in the supervision of construction for an engineering or construction organization and shall have proven ability to estimate costs of construction and to keep accurate records and accounts thereof, one appointee who shall be an accountant, and one appointee who shall be an attorney-at-law; that the sum of \$130,000 be appropriated for the use of said committee in performing the duties herein authorized; said Committee to report its doings to the 1976 Annual Town Meeting or sooner; said sum of \$130,000 to be raised by authorizing the Town Treasurer with the approval of the Board of Selectmen to issue \$130,000 bonds or notes of the Town payable no later than five years from their date.

A two-thirds vote being required it was

YES 176 — NO 28

The evening recess was called at 9:35 P.M.

At 10:00 P.M. the meeting resumed

ARTICLE 8. To see if the Town will authorize the Board of Selectmen, with the aid, assistance and advice of the Stephen Palmer Study Committee established by vote under Article 15 of the 1975 Annual Town Meeting, to execute in the name and on behalf of the Town, a lease, or agreement of sale with unconditional option to repurchase, the Stephen Palmer Elementary School Building together with that portion of Green Field land lying within 275 feet from the southerly side of May Street for a term of years with an option to renew for one (1) additional equal term of years consistent with the reasonable life expectancy of said building as altered, repaired, improved and renovated as herein contemplated; said lease or agreement of sale shall restrict the use of said premises to residential occupancy by persons 55 years of age or older and use by Town departments and agencies and shall contain terms and provisions necessary and/or appropriate to give effect to the following conditions:

(1) Alteration, repairs, improvements and renovations to be made to said premises without cost to the Town.

(2) Taxes, or appropriate payments in lieu of taxes to be made to the Town after allowing credit (a) for the cost of said alterations, repairs, improvements and renovations and (b) for space occupied by the Town as a subtenant or reserved to the Town in said lease, or agreement of sale, as the case may be.

(3) Said alterations, repairs, improvements and renovations to

conform to all zoning and minimum building standards contained in any state or local statute, by-law, rule or regulations.

(4) Insurance to properly cover the respective insurable interests of the Town and the lessee or conditional purchaser after completion of said alterations, repairs, improvements and renovations;

after said lease or agreement of sale has been duly executed, the Board of Selectmen is further authorized to appoint a committee of three (3) to act as agent of the Selectmen for the administration of the premises during the term of the lease or any renewal thereof, or during the period ending with the exercise of the option to repurchase, at which time the Stephen Palmer Study Committee will have completed its assignment as authorized by said vote under Article 15 of the 1975 Annual Town Meeting and the within authorization; or take any other action relative thereto.

Mr. Vincent C. Nuccio offered an amendment to add after the word "authorization" in the last line the following words:

"That the within authorization shall not become effected until the School Committee has officially determined that the property referred to herein is no longer needed for school purposes."

Mr. James M. Colman, Chairman, Stephen Palmer Study Committee, presented the proposal on behalf of the Committee and the proposed concept for the Stephen Palmer building. Slides of a completed similar project in Gloucester were shown. Also presented were slides of a possible model for reuse of the Stephen Palmer school. Speaking in favor of the proposal were: Mr. Norman A. Homsy, Chairman, Planning Board, Mrs. Loretta Reynolds, Vice-Chairman, Board of Selectmen, Mr. Sheldon Bycoff, President, Needham Taxpayers' Association, Mr. Sidney Dockser, Vice-Chairman, Council on Aging, Mr. Daniel Chin and Mrs. Rosalind Mortimer-Maddix.

Speaking in opposition to the proposal were: Mr. Charles Robbins, Finance Committee member, Mr. Hrant Russian, Chairman, Needham Housing Committee, and Mr. George Trumbour, Chairman of the Low and Moderate Income Housing Committee, who urged consideration of housing for all economy groups, and Mr. John J. Gill, Town Meeting Member, Precinct J.

Mr. James Hugh Powers offered a motion to amend by inserting after the word "sale" the words: "shall be subject to the approval of the Finance Committee and".

Mr. Ferdy Tagle also offered an amendment to insert after the word "sale" the words: "shall be subject to ratification by a subsequent Town Meeting and".

After further discussion, Mrs. Carovillano moved the previous question and it was so unanimously voted.

Mr. Tagle's motion was presented and it failed to pass. Mr. Powers' motion was presented and it was

VOTED: To insert after the word "sale" the words: "shall be subject to approval of the Finance Committee and".

Mr. Nuccio's motion was presented and it was

VOTED: To insert after the word "authorization" in the last line, the words: "that the within authorization shall not become effected until the School Committee has officially determined that the property referred to herein is no longer needed for school purposes".

The main motion, as amended, was presented and it was

VOTED: That the Town authorize the Board of Selectmen, with the aid, assistance and advice of the Stephen Palmer Study Committee

established by vote under Article 15 of the 1975 Annual Town Meeting, to execute in the name and on behalf of the Town, a lease, or agreement of sale with unconditional option to repurchase, the Stephen Palmer Elementary School Building together with that portion of Green Field land lying within 275 feet from the southerly side of May Street for a term of years with an option to renew for one (1) additional equal term of years consistent with the reasonable life expectancy of said building as altered, repaired, improved and renovated as herein contemplated; said lease or agreement of sale shall be subject to the approval of the Finance Committee and shall restrict the use of said premises to residential occupancy by persons 55 years of age or older and use by Town departments and agencies and shall contain terms and provisions necessary and/or appropriate to give effect to the following conditions:

(1) Alteration, repairs, improvements and renovations to be made to said premises without cost to the Town.

(2) Taxes, or appropriate payments in lieu of taxes to be made to the Town after allowing credit (a) for the cost of said alterations, repairs, improvements and renovations and (b) for space occupied by the Town as a subtenant or reserved to the Town in said lease, or agreement of sale, as the case may be.

(3) Said alterations, repairs, improvements and renovations to conform to all zoning and minimum building standards contained in any state or local statute, by-law, rule or regulations.

(4) Insurance to properly cover the respective insurable interests of the Town and the lessee or conditional purchaser after completion of said alterations, repairs, improvements and renovations;

after said lease or agreement of sale has been duly executed, the Board of Selectmen is further authorized to appoint a committee of three (3) to act as agent of the Selectmen for the administration of the premises during the term of the lease or any renewal thereof, or during the period ending with the exercise of the option to repurchase, at which time the Stephen Palmer Study Committee will have completed its assignment as authorized by said vote under Article 15 of the 1975 Annual Town Meeting and the within authorization; that the within authorization shall not become effected until the School Committee has officially determined that the property referred to herein is no longer needed for school purposes.

YES 166 — NO 33

ARTICLE 9. To see if the Town will appropriate the sum of \$45,000. for the purpose of razing and removing the building structure and paved area on the Green Field property and greening the total area heretofore sometimes referred to as the Stephen Palmer Elementary School; said razing and removal of the elementary school building structure contemplates providing additional school athletic or play field facilities; determine how said sum is to be raised and how said sum is to be expended; or take any other action relative thereto.

Mrs. Virginia Hillegass moved that the motion to amend Article 9 by changing the figure of \$45,000. to read \$39,000. offered by Mr. Richard A. Davis, and the main motion be withdrawn and it was so unanimously voted.

ARTICLE 10. To see if the Town will continue the Stephen Palmer Study Committee for the purpose of continuing its study of Stephen Palmer Elementary School as initially authorized by vote under Article 15 of the 1975 Annual Town Meeting; said Committee to report back to the 1976 Annual Town Meeting; that a sum of money be appropriated for the use of said Committee or

other appropriate Town Department to preserve and care for Stephen Palmer Elementary School building; or take any other action relative thereto.

Mr. David R. Donald offered the following motion to amend.

MOVED: That the main motion under Article 10 be amended by adding immediately following the semicolon appearing on line five of the motion, and immediately preceding the words "said Committee to report back to the 1976 Annual Town Meeting" the following:

"said Committee to consist of eleven members to be appointed as follows: one by the Moderator, one by the Selectmen, one by the Finance Committee, one by the School Committee, one by the Future School Needs Committee, one by the Planning Board, one by the League of Women Voters, one by the Retired Men's Club, one by the Council On Aging, one by the Low and Moderate Income Housing Committee and one by the Needham Housing Authority,"

A motion to amend was also made by Mr. William A. Cross to add after the words "School Committee" the words "or the Board of Selectmen".

A discussion followed and Mr. Francis G. Denneen moved the previous question and it was so voted.

Mr. Cross' motion was presented and it was

VOTED: To add after the words "School Committee" the words "or the Board of Selectmen".

Mr. Donald's motion was then presented and it failed to pass. The main motion, as amended, was presented, and it was

VOTED: That the Town continue the Stephen Palmer Study Committee for the purpose of continuing its study of Stephen Palmer Elementary School as initially authorized by vote under Article 15 of the 1975 Annual Town Meeting; said Committee to report back to the 1976 Annual Town Meeting; that the sum of \$21,000. be appropriated for the use of the School Committee or the Board of Selectmen to preserve and care for Stephen Palmer Elementary School Building; said sum to be raised by the transfer from the Free Cash Certified Account.

ARTICLE 11. To see if the Town will aid and assist the Board of Selectmen in exercising its authority and duty as a Licensing Board in the issuance of a carnival license so-called as more specifically required by Mass. G.L. Chapter 140, Section 181, by affirmatively adopting or failing to adopt the following resolution:

"Resolved that this Special Town Meeting be recorded as opposed to the issuance of any carnival license within the Town of Needham.

Be it further resolved that the within resolution shall not be construed in any way to deny the Board of Selectmen the authority and duty to act as the duly constituted Licensing Board within the Town of Needham as contemplated by the above cited statute.";

or take any other action relative thereto.

Mr. H. Phillip Garrity, Jr., Chairman, Board of Selectmen, spoke in behalf of the Board stating that they had inserted this Article in the warrant to obtain guidance in making recommendations on carnival license applications.

Mr. Norman Gledhill, Senior Vice-Commander, American Legion Post #14 spoke against the passage of this resolution claiming that carnivals are the main source of revenue for veterans' organizations.

Mr. William J. Collins, speaking for residents in the area of Memorial

Field urged the passage of the resolution claiming that carnivals have become a public nuisance.

After a discussion, a motion to move the previous question was presented and it was so voted.

The resolution was presented and it was voted

That the Town aid and assist the Board of Selectmen in exercising its authority and duty as a Licensing Board in the issuance of a carnival license so-called as more specifically required by Mass. G.L. Chapter 140, Section 181, by affirmatively adopting or failing to adopt the following resolution:

"Resolved that this Special Town Meeting be recorded as opposed to the issuance of any carnival license within the Town of Needham.

Be it further resolved that the within resolution shall not be construed in any way to deny the Board of Selectmen the authority and duty to act as the duly constituted Licensing Board within the Town of Needham as contemplated by the above cited statute."

YES 106 — NO 80

The following motion was made by Mr. James Hugh Powers but when put to a vote it failed to pass.

MOVED: That there be hereby established a Special Committee on Fund-Raising by Non-Profit Organizations, to consist of two members who shall be appointed by the Moderator, two members who shall be appointed by the Board of Selectmen, and one member who shall be appointed by the Trustees of Memorial Park, which shall be authorized and directed to make a study and investigation relative to the subject matter of Article 11 of the Warrant for this Special Town Meeting re the licensing of carnivals conducted on behalf of non-profit organizations in the Town, and relative to the possible licensing by the Town of alternative means of fund-raising by such organizations if carnivals are no longer to be permitted in the Town; and that said Committee shall file its final report for submission to the Town not later than the 1976 Annual Town Meeting; and that the sum of \$200 be appropriated from the Free Cash Certified Account to the service of said Committee to pay its clerical, postage and other expenses.

At 12:20 A.M., November 13, 1975, Mr. H. Phillip Garrity, Jr. moved that this Town Meeting be dissolved in memory of William H. Cotter, Jr., a Town Meeting Member for many years and it was so unanimously voted.

A true copy

ATTEST:

ROSE O. MACKENZIE

Town Clerk

